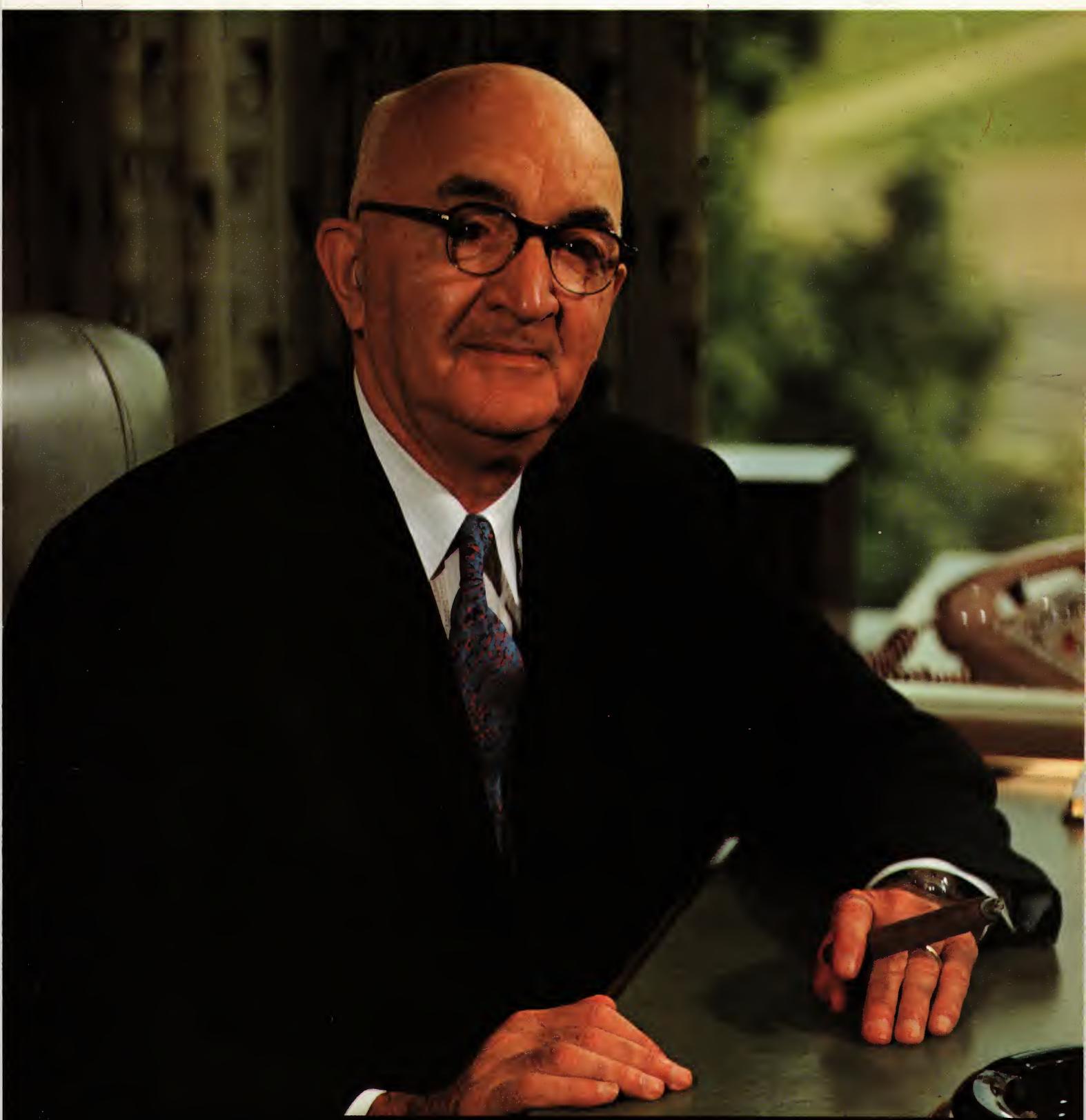


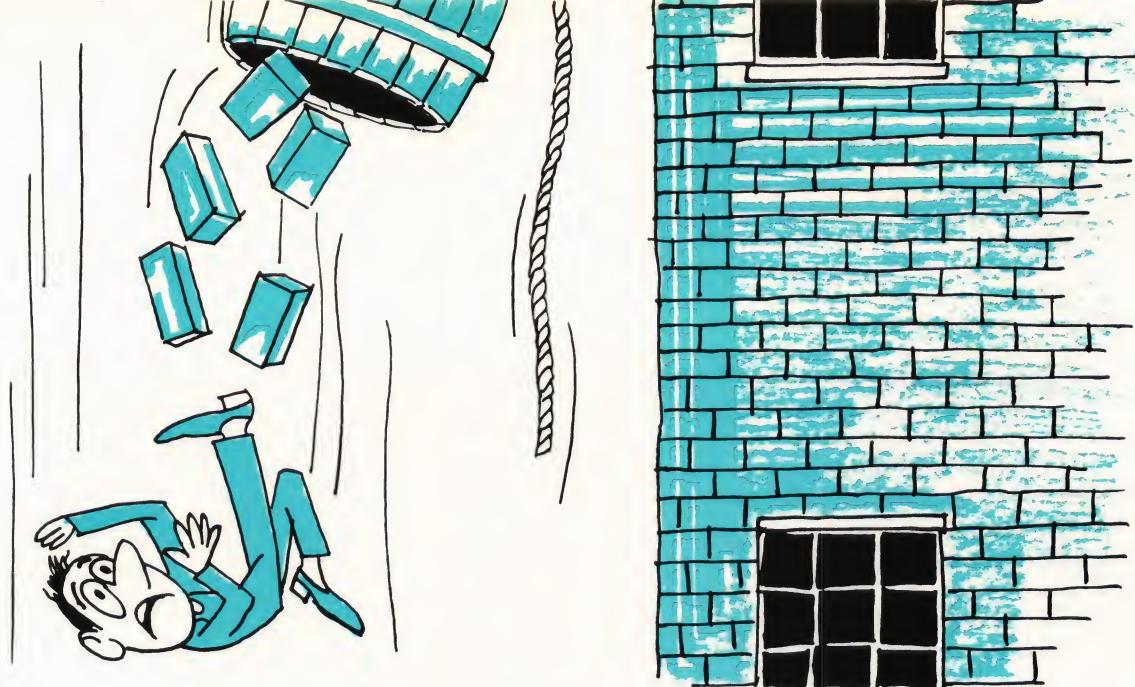
THE INTERNATIONAL  
*Teamster*  
DEDICATED TO SERVICE

FEBRUARY, 1969



**JOHN F. ENGLISH**

April 14, 1889 – February 3, 1969



## LABOR'S PLACE IN HISTORY

THE EARLY DAYS of workmen's compensation in the United States were marked by tokenism. Wage earners could look forward to little aid if injured or ill because of accident or the nature of their work.

In addition, workmen's compensation was stifled by the fact that judges administered the minimal law of the time, such as it was, in most states. A worker desiring compensation figuratively had to throw himself on the mercy of the court and hope for the best. The best was not always forthcoming, either, for the preponderance of judges were conservative—anti-labor, if you will—and staunch upholders of the rights of property over the welfare of men.

A Michigan attorney around the turn of the century received the following letter from a workman who had heard about compensation for injury on the job:

Dear sir:

When I got to the building, I found that the storm had knocked some bricks off the chimney. So I rigged up a beam with a pulley at the top of the building and hoisted up a couple of barrels of bricks. When I had fixed the chimney, there were a lot of bricks left over.

I hoisted the barrel back up again and secured the line at the bottom, and then went up and filled the barrel with extra bricks. Then I went to the bottom and cast off the line.

Unfortunately, the barrel of bricks was heavier than I was and before I knew what was happening the barrel started down, jerking me off the ground. I decided to hang on and halfway up, I met the barrel coming down and received a severe blow on the shoulder.

I then continued to the top, banging my head against the beam and getting my finger jammed in the pulley. When the barrel hit the ground, it busted its bottom, allowing all the bricks to spill out.

I was now heavier than the barrel and so started down again at high speed. Halfway down, I met the barrel coming up and received severe injuries to my shins. When I hit the ground, I landed on the bricks getting several painful cuts from the sharp edges.

At this point, I must have lost my presence of mind because I let go of the line. The barrel then came down again, giving me another heavy blow on the head and putting me in the hospital.

The question I want to ask is: Was I injured in the course of my employment? . . .

There is no record of the attorney's reply to this poor unfortunate workman who, humorous though his story may be, obviously suffered from an accident on the job and needed help.

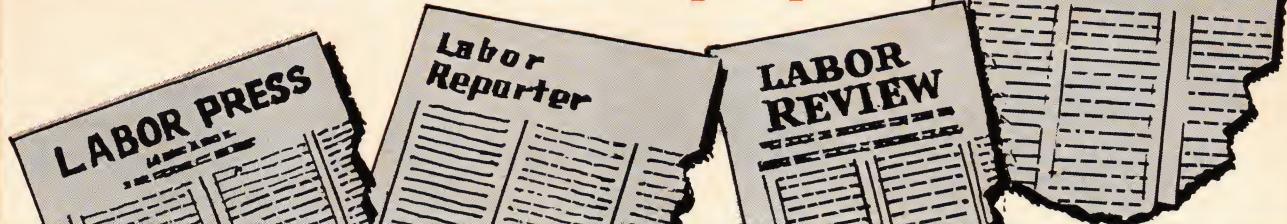
The purpose of recounting this story is to illustrate what might happen if the foes of the National Labor Relations Board succeed in scuttling the Board and replacing it with a Labor Court.

For the average worker, a return to the court system would be catastrophic whether the litigation involved workmen's compensation, an unfair labor practice, or whatever. Whereas now the NLRB's General Counsel, in effect, serves as the plaintiff's lawyer, the so-called Labor Court proposal would require the worker to provide his own lawyer. This in itself would place the wage earner at an immense economic disadvantage versus his employer.

In short, a Labor Court would literally throw the working man backward 70 years into the position of the poor fellow cited here who found himself being battered by a barrel of bricks.

**National**

# Labor News Wrapup



MIAMI, FLA.—An honorary membership card in the Laborers' International Union recently was presented to Rep. Claude Pepper, Florida Democrat. In 1938, he was the only Southern senator to vote for the minimum wage law. In 1947, Pepper led the senate fight against adoption of the Taft-Hartley Act.

WASHINGTON, D.C.—The International Assn. of Bridge and Structural Iron Workers, now headquartered in St. Louis, Mo., will move to a new base in the nation's capital. The Iron Workers and 4 other AFL-CIO unions have formed a corporation for the purpose of building a joint headquarters building to be located within a couple of blocks of the White House.

OTTAWA, CANADA—The Conciliation and Arbitration Branch of the Canada Department of Labour handled its heaviest case load last year since the Industrial Relations and Disputes Investigation Act was enacted in 1948. Of a total of 162 collective bargaining disputes, 129 were handled to finality.

WASHINGTON, D.C.—Postmaster General Winton M. Blount, testifying before the Senate Post Office and Civil Service Committee prior to his confirmation, said it was his philosophy that "public employees should not have the right to strike" but should be paid as well as workers in private industry.

WASHINGTON, D.C.—Willie J. Usery, Jr., an official of the International Assn. of Machinists and Aerospace Workers, was named Assistant Secretary of Labor for Labor Management Services in the Nixon Administration. His job will involve government mediation efforts.

WASHINGTON, D.C.—The Wall Street Journal reported that new Housing Secretary George Romney and George Meany, AFL-CIO president, had an "unfriendly private meeting" a week before President Nixon's inauguration. Romney reportedly has vowed to smash "restrictive union practices" in the building field.

WASHINGTON, D.C.—E. C. (Roy) Hallbeck, president of the United Federation of Postal Clerks, died recently while attending a union meeting in Washington. He had headed the large postal union since 1960. New president of the UFPC is Francis S. Filbey, former administrative aide to Mr. Hallbeck.

WASHINGTON, D.C.—Mrs. Esther Peterson, who served as Assistant Secretary of Labor for the past 8 years and was Presidential consumer adviser for part of the time, has returned to work for the Amalgamated Clothing Workers as a legislative representative.

WASHINGTON, D.C.—The Printing Pressmen's Union has moved its official headquarters to Washington, D.C. It formerly was headquartered in Tennessee.

UNDATED—At least 5 grocery chains have stopped the sale of California grapes at the request of citizens groups. At the same time, the John Birch Society and the National Right to Work Committee started a counter "buy grapes" campaign.

ROSLINDALE, MASS.—Labor pioneer James J. Doyle, president-emeritus of the Coopers Union which he joined in 1901, died recently at the age of 84. He headed the Coopers for 50 years until his retirement in 1965.

BEAVER FALLS, PA.—Pro football super star Joe Namath has a union background. His father is a member of United Steelworkers Local 1082 in Beaver Falls.

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# THE INTERNATIONAL *Teamster* DEDICATED TO SERVICE

Official magazine of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, 25 Louisiana Ave., N. W., Washington, D. C. 20001

Volume No. 66, No. 2

February, 1969

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High Interest Rates  
Increase the Cost  
Of Being Alive



The International Teamster has an average monthly circulation of 1,886,230 and an estimated readership of 5,000,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.

Editorial material should be addressed to:  
Teamsters Union, Office of Public Relations and Publications,  
25 Louisiana Ave. N. W., Washington, D. C. 20001.



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POSTMASTERS—ATTENTION: Change of address cards on Form 3579 should be sent to the International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, Mailing List Department, 810 Rhode Island Avenue, N. E., Washington, D. C. 20018. Published monthly at 810 Rhode Island Avenue, N. E., Washington, D. C. 20018, by the International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, and second class postage paid at Washington, D. C. Printed in USA. Subscription rates: Per annum, \$2.50; Single Copies, 25 cents. (All orders payable in advance.) Printed in national and informational editions.

## **Message of the General Vice President**



### **John F. English**

**GENERAL SECRETARY - TREASURER** John F. English has passed away and his passing marks the end of an era in the Teamster movement.

John English had an amazing ability to size up a situation and comment with clarity and meaning, and if he could comment now, I am sure he would say that the ending of one era means the beginning of another.

In the first days after the death of any great man, and as we mourn the death of our Brother and Colleague of so many years, it sometimes seems that he cannot be replaced. Somehow it is difficult for those of us who are left to go on.

But, those thousands of you who knew John English personally, and those of you who dealt with him in a trade union capacity, know that he left an example by which we all can live and carry on as he would have us do.

That example of integrity and dedication to the Teamster movement specifically and trade union principles generally, is John English's legacy. He could have left us nothing better.

John English was from the Old School. Sometimes as he lectured us at meetings throughout the country, there were those who scoffed at his warnings and his cautions against the more affluent way of life.

But I know that every word John English spoke, whether in private counsel with the general executive board, or in public meetings, came from the bottom of his heart and was inspired only by his love of and dedication to the organization which was his life and which he loved so well.

So many times, a eulogy sounds hollow and as if someone were merely adhering to custom. But, because of the kind of man John English was, it is possible to eulogize him with meaning and with sincerity.

It can simply be said, John F. English was Mr. Teamster for nearly 65 of his 79 years on this earth. He was a man, and a friend to all of those who sincerely and honestly joined him in serving their fellow men.

We on the general executive board will sincerely miss his counsel and his leadership. Over the past three decades, we have come to depend upon both his counsel and his leadership.

On behalf of the entire general executive board, our area conferences, trade divisions, joint councils and local unions where John English was loved and known so well, I express our sympathies to his wife Katherine and his daughter Gertrude.

In our period of mourning and the days after, we will use the example of John English as our guide in administrating the organization to which he dedicated his life.

This will be our tribute to him who gave our organization so much.

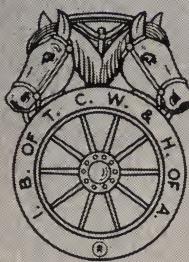
He served his organization and mankind well, and we can only hope that the same can be said of us who remain on that day when we go to our graves.

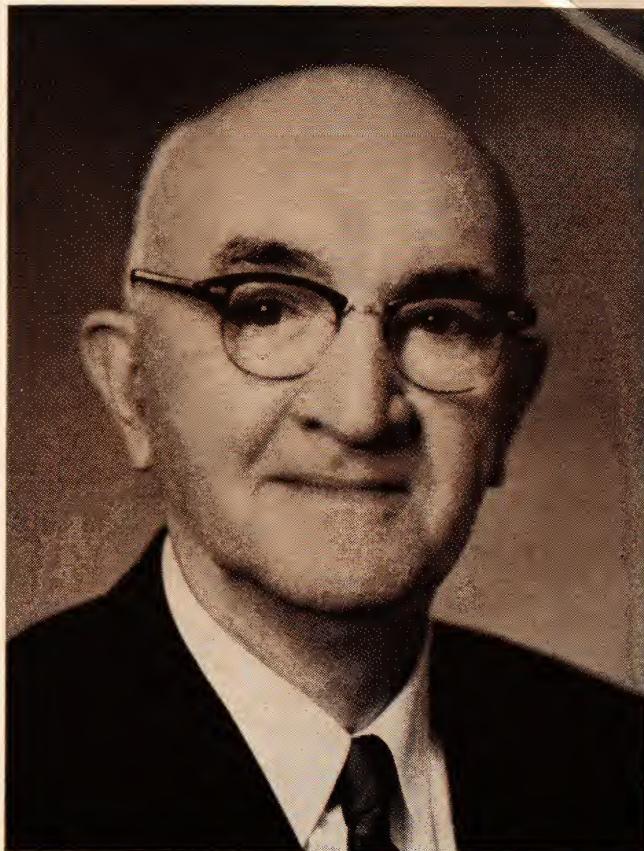
A handwritten signature in cursive script, appearing to read "John F. English".

# **JOHN F. ENGLISH**

## **1889-1969**

**General Secretary-Treasurer**





THE END OF AN ERA came for the Teamster movement February 3, 1969, with the death of Teamster General Secretary-Treasurer John F. English.

English had been a Teamster since 1904, and was the International Union's secretary-treasurer for the last 23 years.

Death came for the 79-year old English in Miami Beach, Florida, where he prepared for the regular quarterly meeting of the Teamster general executive board.

English was hospitalized January 27th in Miami Beach, the day before the general executive board was to convene.

Teamsters, associates in the labor movement, friends and relatives turned out en masse for the funeral services in Boston, a solemn requiem mass celebrated from the Cathedral of the Holy Cross Saturday, February

8, 1969.

Interment was in St. Joseph's Cemetery, West Roxbury, Massachusetts, immediately following the services.

The beloved Teamster general secretary-treasurer is survived by his wife, Katherine, and a daughter, Gertrude, both of Bethesda, Maryland.

The family requested that in lieu of flowers, contributions be made to St. Coletta School, Inc., (for retarded children), at Washington Street, Hanover, Mass., 02339.

Teamster General Vice President Frank E. Fitzsimmons called the death of John F. English "the end of an era."

Said Fitzsimmons:

"What can one say about a man who devoted 64 years to the service of mankind? To John English, the Teamster movement was life itself, and service to his fellow man was his dearest dedication, next to God.

"We in the Teamsters throughout the United States, Canada, and Puerto Rico mourn his passing, and express our heartfelt sympathies to his wife Katherine, and his daughter, Gertrude.

"We will carry on without him, as he would insist we do, relying always upon the example he set for trade union leaders. The example he set for us is his legacy, and he could have left us nothing better," Fitzsimmons said.

Behind the desk of John F. English in Teamster headquarters building in Washington, D.C., hangs a painting—not an old master from Europe but a picture which symbolizes the man it portrayed. The painting is a water color of John English, a coal-wagon driver, the year, 1907.

John was a Teamster then and was a Teamster the day he died.

Between the days of half a century ago when his face and jumper were blackened with the grime of the load in the wagon behind him and the job he held at his death of administering one of the two top offices in the largest labor union in the world there took place many events in the life of this South Boston Irishman who was born on April 14, 1889.

John's contribution to the labor movement began with membership in Boston Local No. 191 at age 15 in October, 1904, immediately after grammar school. His first job—chauffeur of a two-horse dump cart.

From 1904 to 1910 English "enjoyed" all the privileges of the Teamy in those days—dawn to dusk hours, taking care of horses with treatment better than many children get today. One of the nicer phases of his job involved showing up an hour before the scheduled time just to get his team in shape and being there an hour after to rub down the nags. An extra "bonus" came in the form of Sunday morning work cleaning the animals—for free.

In 1907, John English transferred to Local Union No. 68, Coal Drivers' Union, where in 1910 the opportunity to help his fellow man as well as himself presented itself. Elected business agent, he began a 25-year career as a local union official, a career that saw him rise from a green, humble, dedicated Teamster to a respected, educated power in the labor movement in the Metropolitan Boston and New England area.

From wagon seat to executive desk, from the forum of a small local union office to the vast expanses of union conventions, thus was the advancement of this straight-talking individual whose integrity has always been above reproach. No distinction was drawn between the troubles of a union member in a back street Teamster hall and the discussion of labor law in the carpeted quiet of the governor's office on Beacon Street.

Sympathetic, aggressive, and a champion in arbitration, John English served his organization well in that quarter century. Promoting and expanding the influence of the Boston Joint Council, he served as its recording secretary, vice president, and president.

World War I interrupted briefly the rise of this man in the labor field. Drafted into the Army, he successfully passed the gunners' examination and achieved the rank of sergeant in the Coast Artillery. During the ten months

he was overseas, John had under his jurisdiction hundreds of enlisted personnel, this mantle of authority justifiably being given him due to his excellent background of dealing with large groups of men. Before his tour of duty had been completed, he was recommended for officers' candidate training, but the war's end intervened.

A beehive of organization in the national Teamster picture, the New England area was given further recognition of its status in 1927 by the elevation of John English to fifth vice president of the International. While he had attended conventions as a delegate since 1912, he became a participant in International affairs as of his election to the executive board and became increasingly active since that time.

On numerous occasions, the then General President, Daniel J. Tobin, utilized English's capabilities to the utmost. Contract negotiations involving thousands of men, strike situations, disputes in the civil courts, jurisdictional difficulties; these and many, many other problems were carried through to successful conclusions.

Feeling that his services could better be used on a nationwide scope, this stalwart product of 25 years local and regional experience was called upon by his International to resign his elective position of vice president after nine years in office and devote his full energy and time to organizing and auditing.

For 10 years John English traveled this country from coast to coast, from gulf to border. In the process of installing and removing charters, setting straight the accounts of willing but poorly trained local union secretary-treasurers, settling strikes while disbursing thousands of International strike benefits dollars, conducting contract negotiations, he became one of the best known personalities in the Teamster movement.

Many a present-day officer of a local union can well remember the day the International auditor taught him the tricks of bookkeeping and many is the officer who was left a little confused and perhaps not a little irritated at having practically his whole treasury sent to the International for back per capita tax; but John English always managed to do these things in a kindly, yet firm and diplomatic, manner.

Death took the then General Secretary-Treasurer John Gillespie in January, 1946. It was a great tribute to a very close personal friend, John English, when the latter was chosen to

complete the unexpired term of the man, John Gillespie, with whom he had endured many a rough labor situation. A year later, at the next convention, the entire International affirmed its faith in the Board's action by electing the former Boston coal heaver for a full term.

To the office of General Secretary-Treasurer, John English brought unusual qualifications. His months of living, in effect, with the local unions made him extremely aware of their problems. Because he recognized their inadequacy, he immediately recommended a major change in the book-keeping systems not only for the locals but also for the International. The latter incorporated a machine that mechanized the whole accounting procedure.

This operation was viewed with much favor in and out of the labor movement and was copied by many. New ideas were constantly employed, and the modernization of the Treasurer's office was a goal he actively sought and realized. The same energy was displayed with regard to the locals' needs. New equipment was provided that took away much of the burden of the old-fashioned systems of local record keeping.

Up-dating the accounting system was only a minor phase of English's many accomplishments. Constantly contacted by local and regional offices, John gave freely of his time and energy. In appreciation of this service, the 1952 Convention in Los Angeles re-elected him to office—by acclamation.

Again, in keeping with precedent, the Secretary-Treasurer introduced mechanized accounting, a system second to no other International in the land. In fact, upon viewing a demonstration, another International Union immediately placed an order for 90 such machines.

During his career John English saw the expansion of the Joint Council, Area Conference, and Trade Division type of organization. When these gathered, he was always a welcomed guest speaker and his choicest moments were those when he rubbed shoulders with "his boys."

Many is the hotel lobby that has seen him cornered for hours on end by the Teamsters. Many is the event of local union import or humor that is recalled and relived. His stories were endless.

At all times he was the sincere elder statesman to whom the organization was dear and for which he lived a lifetime of integrity and honor.

# From The



# FIELD

## Peddle Driver Named Wisconsin's Best of Year

Edward Kuckkan, a member of Teamster Local 695 in Madison, Wis., recently was named Wisconsin's "Driver of the Year" by the Wisconsin Truckers Safety Council.

Kuckkan has driven peddle runs for Allard Express, Inc., for 22 years without accident while compiling a total of 600,000 miles with a 4-axle combination.

## Utah Teamster Pioneer Closes 35-Year Career

Fullmer H. Latter of Salt Lake City, Utah, has retired to close out a career of more than 35 years during which he acted as chief administrative officer of Teamster Local 222 most of the time.

Latter also served for many years as secretary-treasurer of Teamster Joint Council 67 and as a member of the Western Conference of Teamsters Policy Committee.

## 6,919 Donors Give To Local's Blood Bank

Some 6,919 members and members of their families have given blood since Teamster Local 25 of Boston, Mass., established its Blood Bank in 1964. All told, they have given 865 gallons of blood.

Blood Bank Chairman Gus Manning reported recently that 1,426 appeared as donors during 1968. The union used 808 units of blood for its members and their dependents.

## Canadian Consumer Council Has Teamster

Ed Lawson, president of Teamster Joint Council 36 in Vancouver, B.C., recently was named to the new Canadian Consumer Council.

Lawson was appointed by Consumer and Corporate Affairs Minister Ron Basford. Lawson will serve a 2-year term.

Creation of the consumer group was recommended by the Economic Council of Canada. The consumer council will advise the minister on a wide variety of consumer problems ranging from packaging to purchasing.

## Boston Officer Dies After Illness

Patrick F. Murphy, a trustee of Teamster Local 829 in Boston, Mass., died recently after a brief illness.

Murphy had been a trustee for 19 years and was active in civic affairs in his home city of Somerville.

## Laundry Driver Retires After 48 Years on 1 Job

Henry Carmel, a member of Teamster Local 566 in Seattle, Wash., retired recently after driving 48 years for the same laundry company.

Carmel went to work for Merchant Towel Supply in 1921 and joined Local 566 the following year. Merchant Towel was later bought by the American Linen Supply Co., and Carmel stayed on his route.

## Local 299 Ladies Auxiliary Finances Kidney Machine

The newly-formed Ladies Auxiliary of Teamster Local 299 in Detroit, Mich., recently completed its first project—raising enough funds to buy an artificial kidney machine which was presented to the Michigan Kidney Foundation.

The ladies financed the purchase by selling more than 6,000 bags of candy. The machine, valued at \$3,000, will be used at the Home Training Center of the Wayne County General Hospital. The Home Training Center is supported by the Michigan Kidney Foundation.

The auxiliary extended a special "thank you" to Tony Vignalli, Local 299 steward at Cobo Hall, for his help in selling \$1,200 worth of candy during the recent auto show in Detroit.

## Seattle Officer Retires After 30

Dave Cooperman, president of Teamster Local 353 in Seattle, Wash., retired recently after 30 years as a member, of which 16 years were spent as an officer.

The membership presented the 81-year-old Teamster with a golden gavel in recognition of his work.



## STATE OF THE UNION

**In Miami Beach**

# Teamster General Executive Board Holds Regular Quarterly Meeting

THE GENERAL Executive Board of the International Brotherhood of Teamsters held its regular quarterly meeting the last week in January in Miami Beach, Florida, and attended the regular housekeeping chores of the union.

The board members heard a report on the state of the union from General Vice President Frank E. Fitzsimmons, a report from the office of the general secretary-treasurer, a report from the legal department of the union, and a

report on legislation and political action from DRIVE.

A progress report on the organizing campaign of the union among the employees of REA Express was given to the vice presidents. It was reported that REA Express workers are enthusiastically receiving Teamster organizers, are signing authorization cards in numbers enough to make a representation election at that company a prospect for the immediate future, and Interna-

tional Union representatives generally reported progress in this organizing effort.

International Union representatives have completed a series of seminars on REA Express organizing in each of the four area conferences, dealing with such subjects as the bargaining issues involved, the structure of the company, and the failings of the incumbent union, the Brotherhood of Railway Clerks.



The general executive board of the International Brotherhood of Teamsters is shown here in session during its regular quarterly meeting, held the last week in January,

in Miami Beach, Florida. General Vice President Frank E. Fitzsimmons, at the head table, is shown as he gave his report to the vice presidents on the state of the union.



Shown with retiring International Union Auditor John Braddock (5th from left) at Braddock's retirement dinner are (left to right): International Union Auditors Robert McQuarrie, Floyd Early, James W. Coakley; IBT Comptroller William Mullenholz; Braddock; IBT General Vice President Frank E. Fitzsimmons; and International Union Auditors Paul Murphy and John Newman.

International Union auditors appeared before the general executive board, on behalf of the office of the general secretary-treasurer, to discuss a suggested form for the Certified Public Accountant annual form. A complete story on this subject appears elsewhere in this issue.

Following a discussion of the current strike by the International Longshoremen's Association against East Coast ports, the board—under the sig-

nature of General Vice President Frank E. Fitzsimmons—sent the following telegram to ILA President Teddy Gleason, each member of the ILA executive board, and to the New York Shipping Association and all other Port Shipping Associations:

"The General Executive Board of the International Brotherhood of Teamsters has directed me to advise you that we shall expect that any contractual commitment which you may enter into concerning the stripping, stuffing, loading and discharging of containers, will not in any way, directly or indirectly, interfere with our established jurisdiction or deny to our members the work which they presently are performing. We shall expect that all previous jurisdictional agreements will be observed, and that no contract commitments shall in any way result in the modification of such jurisdictional agreements, or interfere with the collective bargaining agreements which we have entered into with the employers of our members."

In conjunction with the executive board meeting, was a dinner honoring John Braddock, International Union auditor who retired December 31, 1968, after 35 years service as a local union official and auditor.

Braddock had been with the International Union since 1946 in his capacity as an auditor.



Mrs. John Braddock

General Vice President Frank E. Fitzsimmons had high praise for Braddock, who appeared at the dinner with his wife Harriet.

### IBT Board Adopts Audit Format

The general executive board of the International Brotherhood of Teamsters has adopted a suggested format and guidelines for Certified Public Accountants auditing local union books and preparing reports.

The board adopted the format and guidelines after hearing a detailed report from IBT Comptroller William Mullenholz and International Union Auditors.

Commenting on the new guidelines, which will be sent to all local unions, Teamster General Vice President Frank E. Fitzsimmons said:

"Many times audits of CPAs which are submitted to the International Union under the constitution, either lack information or are superfluous. This is not necessarily the fault of CPA's, but may be because of a lack of real knowledge of local union operations.

"There should be no difficulty following the guidelines adopted by the general executive board, and certainly there should be no increase in the cost of an audit under the guidelines. Conversely, a reduction in audit fees can reasonably be expected, because the audit policy decision-making too frequently is left in the hands of the firm conducting the audit.

"All local unions will shortly be sent a copy of the guidelines which will make reports of audits more meaningful both to the local unions and to their memberships."

### Election Pace Set by IBT

More than a third of the single-union representation elections won by all unions during November, 1968, were chalked up by Teamsters Union affiliates, according to the latest National Labor Relations Board report.

All unions together won 287 such elections with Teamsters capturing 97 of them for an average of nearly 34 per cent. All told, there were 535 single-union representation elections conducted by the NLRB last November with Teamsters taking part in 169 of them, or better than 31 per cent.

**Victory over Oil Giant**

# Local 391 Wins First Contract After Strike at Gilbarco

Teamster Local 391 and the Eastern Conference of Teamsters have won a major collective bargaining battle with a giant of the oil industry.

The victory came with membership ratification of a first agreement with Gilbarco, a wholly-owned subsidiary of Standard Oil of New Jersey, which manufactures gas pumps for the oil giant in Greensboro, North Carolina.

Ratification of the agreement by the Local 391 members brought to an end a nation-wide consumer boycott and strike against the products of Standard Oil of New Jersey.

The strike and consumer boycott

began late in September, following Local 391's successful organizing drive at Gilbarco, in which approximately 400 employees voted for Teamster membership in a National Labor Relations Board election.

Bargaining bogged down in the first session, and the consumer boycott began when it became evident that the company intended to grant no improvement in wages and working conditions.

The local union successfully processed several unfair labor practices charges against the company before the National Labor Relations Board.

Under the terms of the new agreement, the company agrees to return all striking employees to work within 60 days with full seniority. Additionally, the first agreement provides for substantial wage increases over the 18-month tenure of the contract.

In another company concession in negotiations, the agreement provides for grievance machinery and arbitration of disputes.

International Union Vice President and Eastern Conference Director Thomas E. Flynn spearheaded the consumer boycott against the company.

**Back Pay Award**

Norman Greene (left), recording secretary of Local 713, is shown presenting a back pay award to Helen Michaels and Judy Loesch of Avis Rent-A-Car in Chicago. Following their discharge, and that of two others, the union went to arbitration and won the case, with full seniority and back pay of \$5,736.44. Bernard Schwieger, Local 713 president, was instrumental in winning the case. One of the women receiving back pay is Ellen Cascio, who was on her honeymoon when the award came down and will have money in the bank when she returns.

**Boycott Publicized**

The consumer boycott was publicized with literature throughout the country where Standard Oil of New Jersey products are marketed, and on the Eastern Seaboard, the Eastern Conference decorated several hearses with signs depicting the death of collective bargaining at Standard Oil.

Airplanes trailed "Don't Buy Esso" streamers over major cities on the East Coast, and all unions were urged to turn in their gasoline credit cards with this company.

Now that the settlement has been reached, Flynn declared that all who had stopped buying Esso, Humble, Enco and Esso Imperial brands should feel free to purchase them again.

**• Fertilizer**

A 95 per cent majority of truck-drivers and traxcavators employed by Topham & Sons, fertilizer dealers in Imperial, Calif., voted for representation by Teamsters Local 898 of El Centro, Calif., in a recent National Labor Relations Board election.

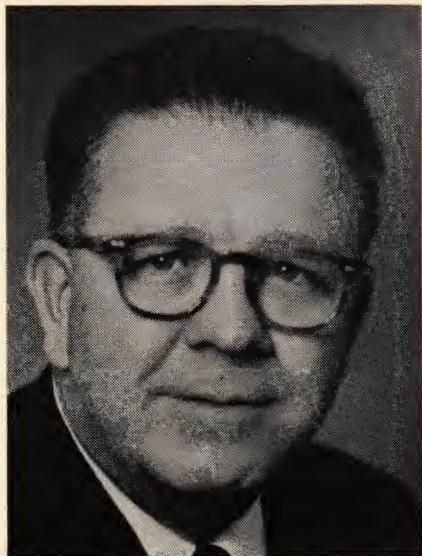
R. G. Lawrence, secretary-treasurer of Local 898, said 22 workers were eligible to ballot. The vote was 21 to 1 in favor of the Teamsters.

**Testimonial**

# Teamster Affiliates Throughout the West To Honor Frank Fitzsimmons in March

IBT General Vice President Frank E. Fitzsimmons will be honored by Teamsters throughout the West at a testimonial in March with all proceeds of the affair being contributed to two worthy charities.

A decision to have all 11 Joint Councils and their affiliated unions



**Frank E. Fitzsimmons**

participate in this manner in showing their appreciation to Brother Fitzsimmons for a job well done was reached at the winter meeting of the Western Conference's Policy Committee. It was decided to hold the dinner on Thursday, March 13, at the Century Plaza Hotel in Los Angeles.

"All financial proceeds from the dinner," said Conference Director Einar O. Mohn, "will go to two extremely worthy charities — for the purchase of Sunshine Coaches for the transportation of handicapped children in which Brother Fitzsimmons is intensely interested, and to the City of Hope, a southern California medical research institution well known for its humanitarian work in catastrophic diseases."

Fitzsimmons has been guest of honor at several testimonial dinners around the country, sponsored by Joint Councils and local unions, in conjunction with the Variety Clubs of

IBT General Vice President Frank E. Fitzsimmons shown addressing a testimonial dinner in his honor by Jt. Council 65 to raise funds for the Variety Club sunshine coach fund. Seated is Elvin Hughes, joint council president.



America. Funds from these dinners have raised money for the purchase of specially equipped mini-buses to transport crippled children to and from care and recreation centers. When the program is completed, 45 such buses will have been purchased by the joint effort of the Teamsters and Variety Clubs.

"Subscriptions for the West Coast dinner will be \$100 per person. We are hopeful of a generous response so that our gift to the two charities will be substantial and in keeping with the compassion Teamsters always have shown towards the sick, afflicted and less fortunate," Mohn said.

Serving as co-host of the affair with Mohn will be presidents and secretary-treasurers of the Western Joint Councils.

The City of Hope over the years has made outstanding contributions to the advancement of medical science through its basic research in catastro-

phic diseases. It is a non-sectarian institution that relies entirely on philanthropy for financing of its research and medical care to patients, yet it never presents anyone who goes to its Duarte, Calif., center for treatment with a bill.

A great many Teamsters suffering from various forms of cancer, heart conditions and respiratory ailments have been the beneficiaries of City of Hope treatments at no cost. In return, the Western Conference of Teamsters and its Local and Joint Council affiliates have done what they could to reciprocate.

Over a two-year period in the mid-sixties Teamsters raised and contributed to the City of Hope more than \$200,000 to help pay for construction of a new research wing at the medical center. A plaque acknowledging the generosity graces a wall on the second floor of the new wing.

## Oath of Office

J. Joseph Cotter (left), Eastern Conference of Teamsters representative, is shown giving the obligation oath to officers of Teamster Local 175 in Charleston, W.Va., left to right: R. W. Rucker, trustee; C. D. Uhl, trustee; E. A. Carter, president; McDonald Smith, secretary-treasurer; Thomas Fisher, trustee; Kermit H. Harris, vice president, and A. Harold Moore, recording secretary.



**Open New Center**

# NY Teamsters Expand Hospital Arrangement



International Vice President Joseph Trerotola, president of Teamster Joint Council 16, was the first customer for a physical checkup following ceremonies opening a second Teamster diagnostic center at the Long Island Jewish Hospital. Left to right are Dr. Robert Match, director of the hospital; Nurse Blanche Kramberg; Dr. Robert Aaron, director of the center, and Trerotola.



John Hoh, vice president of Teamster Joint Council 16 in New York City and labor co-chairman of the Teamster Center program, announced the official opening of the new diagnostic and treatment center. Left to right are Dr. Robert Match, director of the Long Island Jewish Hospital; Hoh; Dr. Robert Aaron, director of the new Teamster Center, and Frank Wolf, management co-chairman of the center.

A specially-designed diagnostic and consultation center to serve the thousands of members of the Teamsters Union and their families in the rapidly expanding Queens-Nassau-Suffolk area was opened at The Long Island Jewish Hospital in January.

The first medical facility of its kind on Long Island, it will be operated by the hospital and financed by the Hospitalization Fund of Teamsters Joint Council 16 and Management Hospitalization Trust Fund. The group represents the health and welfare funds of 14 industries in the New York area with a combined membership of 50,000 families.

The new center occupies an 8-room suite on the ground floor of the hospital and is under the direction of Dr. Robert Aaron of the LIJH staff.

**Fully Equipped**

John Hoh and Frank Wolf, labor and management co-chairmen respectively, said the new facility will be known as the Teamster Diagnostic and Consultation Center at The Long Island Jewish Hospital.

The center will include 3 completely equipped examining rooms and 3 consultation rooms and will be staffed by 2 physicians and a nurse as well as clerical workers.

Free diagnostic and consultation service will be provided to Teamster patients by internists and pediatricians. Those needing diagnostic services of specialists will be referred to cooperating physicians who will see them privately.

**No Additional Cost**

The center also will provide surgery in certain special cases of unusually costly illness, requiring a team approach, for which the hospital is well qualified. There will be no additional cost to the Teamster patient. Testing facilities also will be available.

The program is modeled after a highly successful demonstration facility at Montefiore Hospital in New York City which, since 1963, has provided medical services to more than 15,000 Teamsters and their dependents. The new center on Long Island represents expansion of this program to meet the needs of the growing Teamster population in the area.

Both LIJH and Montefiore Hospital are affiliates of the Federation of Jewish Philanthropies of New York.

**In Detroit**

# Local 299 Graduates 200 From Job Stewards School

Teamster Local 299, in Detroit, has graduated approximately 200 job stewards from an eight-week stewards' training program designed to improve membership representation.

Job stewards were schooled in such important membership considerations as the "Role of the Steward in Handling Grievances," "Solving Shop Problems," and the "Role of the Steward in Day-to-Day On the Job Work."

One session was devoted to mediation, arbitration, the umpire system, and ad hoc arbitration.

Program instructors were William Lattimore and James J. Burke, mediators from the Federal Mediation and Conciliation Service, and Ken Silvers, Teamsters general organizer.

During the course of the training program, stewards were assigned such important case studies as overtime assignment; dismissal of probational employee; and the garbled garnishment.

Another session was devoted to parliamentary procedure, while yet another session was devoted to legal forms and notices.

So popular was the program that

**Teamster General Vice President Frank E. Fitzsimmons, also vice president of Local 299, and International Organizer Ken Silvers display graduation certificate awarded upon completion of local's job stewards' training program. Shown at graduation ceremonies (left to right) are: Romanus Phillips,**

Local 299 is considering expansion to include the rank-and-file membership in such schooling.

Local 299 Vice President and IBT General Vice President Frank E. Fitzsimmons said as he gave certificates of graduation to the stewards:

"You have completed a basic program designed to give the membership ultimate representation on the job." Fitzsimmons congratulated the stewards for giving of their free time to attend the eight-week sessions.

Fitzsimmons praised the techniques of the program which included the use of audio-visual aids to emphasize and clarify the complicated problems which arise in the member's day to day work.

## • Coffee Urns

Production and maintenance workers employed by Wilbur Curtis Co., Inc., of Los Angeles, Calif., a manufacturer of coffee urns, voted for representation by Teamster Local 986 in a recent National Labor Relations Board election.

**James Burke, William Lattimore (all federal mediators); Silvers and Fitzsimmons; Richard Wancott, federal mediator; David Tanzman, special assistant to the regional director of the FMCS.**

**Safe Driver**

**Neal Edwin Foster, Sr., a member of Teamster Local 371 in Rock Island, Ill., has driven more than 2,340,000 accident-free miles for a Clinton, Iowa, trucking firm in the past 25 years. He recently was named "Driver of the Month" by the Iowa Motor Truck Assn.**

Ray W. Frankowski, Local 986 business representative, said 30 workers were eligible to ballot. The vote was 25 for the Teamsters, 2 for another union, and 3 "no union" ballots.



**'Bad Faith' Bargaining**

# Fresno Local Wins Decision As Employer Changes Reps

Teamster Local 431 of Fresno, Calif., came out on top in a recent National Labor Relations Board ruling that a petroleum company refused to bargain in good faith.

The case was complicated by the fact that the company was represented by 2 different employer groups at various times.

Local 431 was certified as representative of the drivers, warehousemen and counter salesmen employed by the Red Triangle Oil Co., and Red Triangle Supply Co., Inc., in August, 1966.

The parties met to bargain at the union's request. The first session was held at the offices of the Valley Employers Assn., where Red Triangle's officers informed the union that Valley would represent the company. No limitation was placed on Valley's authority to represent Red Triangle.

On Feb. 10, 1967, the union called a meeting at which the members employed by Red Triangle voted to accept the company's final proposal. The company had stated that the union security clause was satisfactory and should be

retained "as is." However, prior to the union's acceptance of the proposal, the employer had communicated to Valley that its place of business would have to be an open shop; this information was not communicated to the union by either Valley or the employer.

The examiner found that the union had no prior knowledge that the company objected to a union shop and that Valley's authority to negotiate in behalf of the employer was not withdrawn until March 7, 1967.

Following the meeting of Feb. 10, 1967, Local 431 signed the contract on behalf of its Red Triangle unit and returned the agreement to Valley. On March 7, 1967, the employer replied that it was not in accord with some sections of the contract and asked the union to contact still another representative—this time the California Assn., of Employers. However, the union resubmitted the contract for the employer's signature.

The examiner found that on Feb. 10, 1967, there was a meeting of minds and an agreement between the employer, through Valley, and the union.

The examiner noted that the union security clause was illegal since present employees were not allowed 30 days to join the union, but that this was not the reason the employer refused to sign the contract.

The Board disagreed with the examiner's recommendation that the employer be required to sign, if requested by the union, a contract containing a legal union security clause.

Instead, the Board offered the union alternative remedies:

—If the union so requests, the employer shall sign the Feb. 10, 1967, contract, but with the unlawful union security clause deleted, with the expiration date of the contract to be extended until 1 year subsequent to the date on which the employer signs it.

—If the union elects not to require the signing of the Feb. 10, 1967, contract, Red Triangle is ordered to bargain in good faith with the union for a new agreement.

## ALA Names Subcommittees

Top leadership of the International Brotherhood of Teamsters and the United Auto Workers, including IBT General Vice President Frank E. Fitzsimmons and UAW President Walter P. Reuther, met early this month in Washington, D.C., to implement the programs of the Alliance for Labor Action.

### Last July

The two unions formed the Alliance for Labor Action in July of last year, in an attempt to get the trade union movement involved in the pressing union and social problems of the times.

At the meeting in Washington, February 3rd, subcommittees were appointed to formulate Alliance programs to organize the unorganized, to strengthen collective bargaining, and to propose programs of social action.

At the conclusion of the meeting, the officials set February 17, 1969, as the next meeting date for the Alliance.

### Spring Conference

Officials of the two unions anticipate a general conference of the Alliance for Labor Action sometime in the Spring of the year, at which other unions will be invited to attend.



John Sherman (center), president of Teamster Local 421 in Dubuque, Ia., for the past 25 years, recently was honored with the Dubuque Boys Club "Man Behind the Boy" award for 1968. Congratulating Sherman are Glenn Beckert (left), Chicago Cubs player, and Roger Rhomberg, Boys Club president.

**Local Cartage**

## Drivers-Helpers Wages Increase 19 Cents an Hour in Fiscal '68

Average hourly union wage scales of local cartage drivers and helpers increased 19 cents an hour, or 5.2 per cent, for the 12-month period ending July 1, 1968, according to the Bureau of Labor Statistics.

BLS said the 1967-68 annual advance was less than the 5.9 per cent increase in the previous 12-month

period, yet higher than any other year since 1957-58.

The BLS survey covered 68 cities with population of 100,000 or more each. The survey was restricted to time-rated jobs and did not include local drivers paid on a commission or mileage basis. Neither did it include over-the-road drivers operating be-

**900 Attend**

## New York City Local Stewards Feted at 3rd Annual Banquet

Some 900 persons enjoyed a dinner-dance at the Americana Hotel in New York City as Teamster Local 816 honored its shop stewards and their wives for the third successive year.

Lester S. Connell, Local 816 secretary-treasurer, said the event was tendered to the shop stewards "in recognition and appreciation of their services in behalf of the union."

He added: "Throughout the year, without question or complaint, they give of their time and effort toward the stabilization of an orderly shop. Their

contributions are invaluable."

Connell served as master of ceremonies for the affair.

Among the speakers were International Vice President Joseph Trerotola, president of Joint Council 16 in New York City; Walter Shea, assistant to General Vice President Frank E. Fitzsimmons, and Jack Schiffer, attorney.

Besides all the union's active and retired stewards as guests, there were also the executive boards of Local 816 and the joint council as well as employer trustees in attendance.



Walter Shea, assistant to General Vice President Frank E. Fitzsimmons, addressed the third annual dinner-dance sponsored by Teamster Local 816 of New York City for its shop stewards and their wives. To Shea's left is International Vice President Joseph Trerotola, president of Teamster Joint Council 16 in New York City, who also spoke.

**Telethon Chairman**

Jack Fecter, president of Teamster Local 918 in Brooklyn, N.Y., shown with a palsied child, was the labor committee chairman for the United Cerebral Palsy's annual telethon in New York City late in January.

tween cities or various parts of the United States.

For drivers alone, hourly scales increased 19 cents, or 5.3 per cent, to an average \$3.78 an hour. For helpers, the year-to-year advance amounted to 5.2 per cent, or 17 cents, raising the average for helpers to \$3.30 an hour.

BLS said 97.3 per cent of all the local drivers covered in the survey received increases in the year ended July 1, 1968, while 96.4 per cent of all helpers also received pay gains.

**• William Flynn**

William (Bill) Flynn, 61, a Teamster since the early 40's and a business representative of Dairy Local 93 in Los Angeles for 20 years, died last month. He had been in retirement since last November.

### Teamsters Get Plug from Sports Figure

Alan Eagleson of Toronto, organizer of the National Hockey League Players' Assn., gave a strong plug to the Teamsters Union in an interview appearing in a national sports magazine.

Eagleson said he got his idea on the association from the Teamsters, explaining: "We just realized that the only way we could show strength was to join together like the Teamsters."

**Honored**

# Fitzsimmons Named VP Of Dystrophy Association

Teamster General Vice President Frank E. Fitzsimmons has been elected a vice president of the Muscular Dystrophy Associations of America.

Fitzsimmons was elected to the post at the annual meeting of the board of directors of MDAA January 25, 1969, in New York City.

The Teamster leader joins several other representatives of labor as vice presidents. Also newly elected to this post at the annual meeting of the MDAA board of directors was James T. Housewright, president of the Retail Clerks International Association. Reelected was Herman D. Kenin, president of the American Federation of Musicians.

Reelected to the board of directors was George Meany, who is president of the AFL-CIO; James H. Radermacher, president of the National Association of Letter Carriers. Newly elected board members are William H. McClellan, president of the International Association of Fire Fighters, and Thomas R. Donahue, Jr., former Assistant Secretary of Labor, and now executive secretary of the Service Employees International Union.

"I warmly welcome Mr. Fitzsimmons to the MDAA family," said Association Executive Director Robert

Ross. "We are grateful to the International Brotherhood of Teamsters and many of its Joint Councils and Local Unions for the compassionate concern they have shown to the victims of dystrophy and related disorders."

The Association annually expends between \$1/2 million and \$2 million on a broad-based program of scientific research which includes, in addition to clinical studies, fundamental investi-

gations into nerve, muscle and metabolism.

MDAA also maintains a nationwide network of clinics in major population centers and, through its chapter affiliates in every state, provides a wide range of other vital services to patients and their families.

## • Freight Win

Truck drivers employed by Christy Truck Lines of Los Angeles, Calif., voted overwhelmingly for representation by Teamster Local 208 in a recent National Labor Relations Board election.

E. R. Blackmarr, secretary-treasurer of Local 208, said 11 drivers were eligible to ballot. The vote was 10 to 1 in favor of the union.

## At Philharmonic Hall

# Honor Due Local Union Head By Parkinson Disease Assn.

Ron Carey, president of Teamster Local 804 in Long Island City, N.Y., will be the distinguished guest of the American Parkinson Disease Assn's, 4th annual big show scheduled for the Philharmonic Hall in Lincoln Center at New York City March 9.

Each year, APDA singles out a guest for their leadership and community interest in the welfare of his fellow man and for his untiring effort in helping those afflicted with Parkin-

son's disease. Top entertainment stars will join Carey in the spotlight.

International Vice President Joseph Trerotola, president of Teamster Joint Council 16 in New York City, will serve as honorary chairman for the occasion.

Proceeds from the show will go to the APDA. The organization's funds are devoted to research and treatment of victims of Parkinson's disease.



Hermione Gingold, stage and television star, is shown with Ron Carey, president of Teamster Local 804, as they make plans for the annual show to benefit the American Parkinson Disease Assn. Carey will be honored for his work in helping those afflicted with Parkinson's disease.

## Changed Your Address ? ? ?

**Because you are a Teamster member the magazine is yours to receive by right under the Teamster Constitution. We want you to have the magazine but if you fail to notify us of a change of address, then you deny yourself that right. Please use this form to bring your address up to date.**

NAME \_\_\_\_\_

NEW ADDRESS \_\_\_\_\_

CITY \_\_\_\_\_ STATE \_\_\_\_\_ ZIP CODE \_\_\_\_\_

OLD ADDRESS \_\_\_\_\_

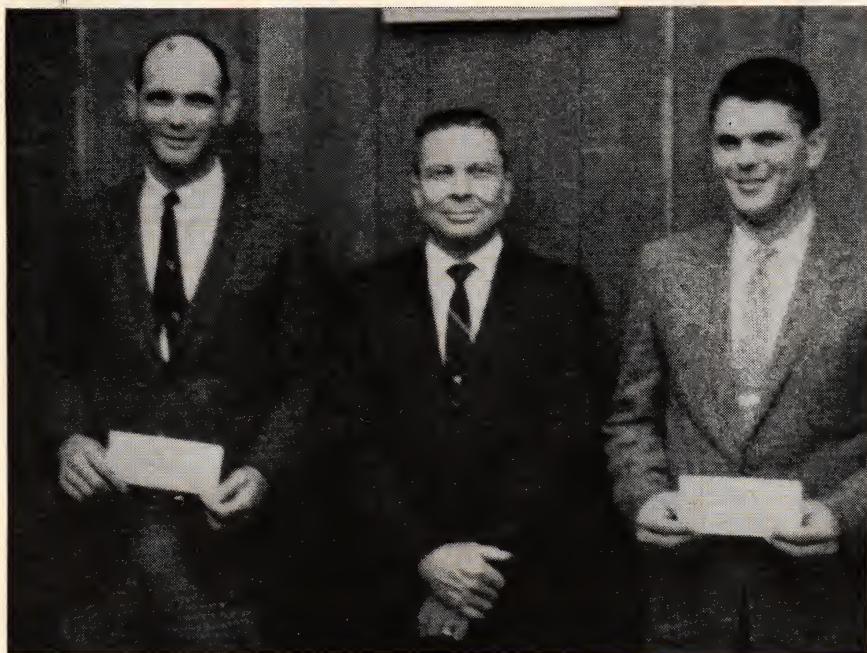
CITY \_\_\_\_\_ STATE \_\_\_\_\_ ZIP CODE \_\_\_\_\_

LOCAL UNION NO. \_\_\_\_\_

LEDGER NO. \_\_\_\_\_ (If unknown—check with Local Union)

NAME OF EMPLOYER \_\_\_\_\_

Give this form to your Business Agent, Job Steward or mail to your Local Union Office.

**Receive \$5,000 Award****Oklahoma Teamsters Cited  
For Saving Lawmen's Lives**

Teamsters Robert J. Chandler (left) and Jerry A. Redder (right) are shown as they received \$100 bonds from the membership of Teamster Local 886 of Oklahoma City, Okla. B. H. Pannell (center), president of the local union, presented the bonds in recognition of valorous action by Chandler and Redder.

Two members of Teamster Local 886 in Oklahoma City, Okla., received a \$5,000 award along with the congratulations of Attorney General Ramsey Clark recently for their action in helping to save the lives of 2 federal peace officers endangered by escaping prisoners.

Robert J. Chandler and Jerry A. Redder, truck drivers employed by the Lee Way Motor Freight Co., won the Carl M. Loeb, Jr., Award for Citizen Valor given for "an act by a private citizen in support of law enforcement." The award is made annually by the National Council on Crime and Delinquency and carries with it a \$5,000 check.

Chandler and Redder also received \$100 bonds voted by the Local 886 membership. The bonds were presented by B. H. Pannell, president of the local union.

The Teamsters were driving their Lee Way rig down U.S. Interstate Highway 40 early in the morning last April en route to El Paso, Tex.

Suddenly an auto careened in front of the sleeper, skidded sideways, and

went off into the ditch. People were fighting inside the car.

Chandler, who was driving the truck, pulled over and stopped. Jumping down from the truck, he ran to-

ward the car. He saw 2 men inside, holding another man down and beating his head and face with heavy chains.

The victim of the attack shouted that he was a U.S. Marshal and that 2 federal prisoners were trying to escape. Another man—a chief probation officer accompanying the prisoners—lay unconscious in the front seat.

Two unidentified motorists stopped and helped Chandler pull the marshal away from the attacking prisoners. But as the convicts advanced on them with swinging chains, the motorists fled—leaving Chandler alone with the bleeding marshal and the unconscious probation officer.

Chandler ran back to his truck to get something to use as a weapon and called to his partner, Redder, who had been resting in the sleeper compartment.

In the meantime, one prisoner had grabbed the car keys from the marshal and was trying to open the trunk to get the marshal's gun. The other prisoner continued to beat the struggling law officer with the chains. It was touch and go.

Chandler and Redder rushed back to the car. They were armed with a jack handle and a lug wrench. One prisoner advanced on Chandler, hitting him in the jaw with his fist and the chain.

Chandler struck back with the jack handle and forced the prisoner to turn and run. The prisoner vaulted a fence and ran through an open field. The other prisoner, seeing Redder approach, also turned to seek escape.

**Swearing in Ceremony**

Officers of Teamster Joint Council 53, Philadelphia, are shown here receiving the oath of office, administered by John J. Greeley. Greeley is director of the National Warehouse Division and Trustee of Local 107. From left to right, Greeley; Albert Sabin, president; Edward Nangle, secretary-treasurer; John L. Smith, vice president; William Greenberg, recording secretary; Charles Pirolli, Louis Lanni, and William Gormley, trustees.

over the same route.

The drivers flagged a passing motorist and waited with the wounded lawmen until the highway patrol and ambulance arrived. The prisoners were recaptured later.

In congratulating the Teamsters, At-

torney General Clark paid tribute to their courage and sense of responsibility.

The \$5,000 award shared by Chandler and Redder was established by Loeb with the purpose of dramatizing the need "for far greater citizen involvement in the fight against crime."

## Year-End Analysis

# Negotiated Wage Gains Rise To Record 18½ Cents in '68

Average negotiated wage increases went up to 18½ cents an hour during 1968—an increase of 4.2 cents over the previous year—according to a year-end analysis by The Bureau of National Affairs.

Both the increase and the gain, BNA said, were the highest in the 20-year history of the private reporting organization's survey.

The 1968 analysis was based on a study of 3,391 collective bargaining agreements covering 50 or more workers each.

Among the 1,751 manufacturing settlements studied, the median gain was 15.7 cents an hour, up 2.6 cents from 1967 and 8.9 cents from 1964.

The 1,001 non-manufacturing settlements studied showed a median gain

of 24.6 cents an hour, representing gains of 5.1 cents from 1967 and 14.2 cents from 1964.

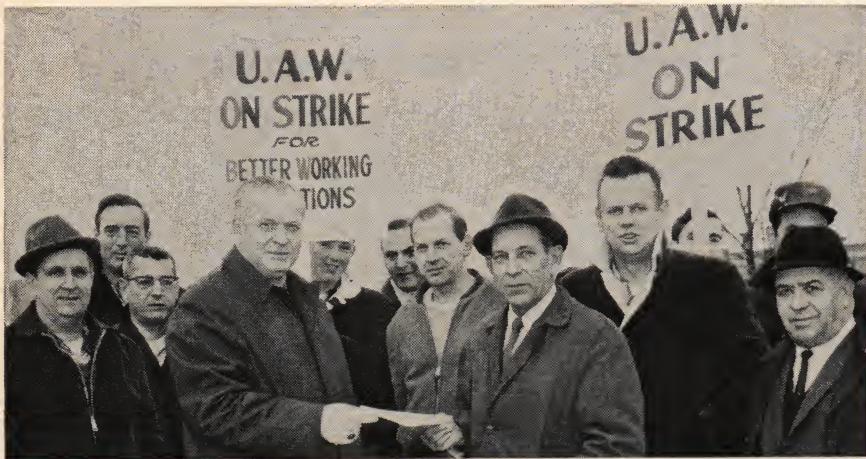
Excluding construction contracts, the median gain in non-manufacturing last year was 19.6 cents an hour, up 4.4 cents from the 1967 mark.

BNA said the median settlement among contracts studied has risen 10.1 cents an hour during the past 10 years. The gain in the 1965-68 period was 11 cents an hour.

The size of the increase in 1969 is problematic, said BNA. The emphasis on front-end loading—high first-year wage increases — was particularly strong in 1968. But fewer major contracts are scheduled for negotiation in 1969.

Construction bargaining, however, is expected to continue heavy in 1969.

## Brotherhood



Teamster United Paper and Allied Workers Local 735 in Norwood, Mass., has made a substantial donation to United Auto Workers Local 470 which was on strike against Worthington Controls Company. The show of solidarity and the contribution resulted in an excellent contract for the UAW. Local 735 represents paper workers at Bird & Son plants in East Walpole and Norwood, and Ruberoid workers in Millis, Mass. Left to right in picture are, Tanno Johnson, Local 735 secretary-treasurer, Leo Burns, 735 trustee; Bruno DiCicco, 735 vice president; Red Paduck, 735 president handing check to Alex Berzins, UAW 470 president. To Berzins right is Local 735 trustee, Phil Wize.

## Best Wishes



Birthday greetings are in order for Teamster General President James R. Hoffa, who will celebrate his 56th birthday on February 14, 1969.

## • Teamster Win

Teamster Local 50, Belleville, Illinois, recently won an NLRB election at the Kalamazoo Spring Company Plant in Greenville, Illinois.

The organizing drive was headed by business agent Ray Haberer, assisted by BA Henry Biagi, of the Centralia, Illinois area and Jt. Council 65 organizer, Mel Allen.

The union won the election by a 3 to 1 margin.

## • Construction

A prolonged battle by Teamster Local 213 has resulted in the termination of a 9-day strike and an equitable contract for members of the local working on building and highway construction projects in the province of British Columbia.

A two-year agreement resulted for the 2,300 Teamster members involved, and was almost identical with the settlement previously recommended by a conciliation board and accepted by the union, but rejected by employers.

## • Record High

Membership in unions in the Western Conference of Teamsters soared to an all-time peak during 1968, averaging 406,167 for the 12-month period. This represented a 3 per cent gain over the 1967 average. The biggest single month for membership was October when per capita tax was paid on 479,000 members.

**Trained Marciano**

# Teamster Boxing Enthusiast Suffers Fatal Job Accident

Allie Colombo, a member of Teamster Local 829 in Boston, Mass., and a long-time friend and trainer of Rocky Marciano—who retired undefeated as heavyweight champ—died



**Teamster Allie Colombo (right) with Rocky Marciano shortly after the Brockton blockbuster had become heavyweight champ in 1956. Marciano grieved when Colombo died as a result of injuries suffered in a warehouse accident.**

recently after suffering injuries on the job where he worked as a forklift operator in a Readville, Mass., warehouse.

Colombo was nationally known as one of the better teachers of boxing in the country and was considered a great trainer.

Prior to becoming a warehouseman and Teamsters Union member, Colombo had served as trainer and major inspiration to Marciano throughout the champ's career.

Marciano mourned Colombo's passing, saying: "He saw my potential as a fighter and talked me into boxing. He kept me interested in boxing at times when things weren't going good. He enjoyed boxing as much as I did. He was with me from the very beginning—a great close friend of mine."

Marciano said that Colombo enjoyed teaching athletics. "I learned my baseball and football from him in Brockton. When I came home from the army and he saw potential in me as a fighter, he talked me into it."

Colombo was with the champ all the way from the time when Marciano began fighting amateur bouts in 1949. Within a year Rocky had turned pro and together he and Colombo hitch-hiked to New York City, the Mecca of prize-fighting, and lived on sandwiches while they tried to convince the big-time promoters that a future heavyweight king was available.

But the big city promoters said Rocky needed more seasoning. He and Colombo returned home and started the hard trail up for recognition.

Three years later, Marciano had arrived. He kayoed former heavyweight champ Joe Louis and a year later took the title away from Jersey Joe Walcott, holding it until 1956 when he retired unbeaten.

After their prize ring career together, Marciano and Colombo drifted apart. The champ went to Florida and entered the restaurant business. Colombo eventually went to

work for Stop & Shop, meanwhile, continuing to take an interest in young boxers and giving exhibitions at a veterans hospital in Brockton, Mass.

Colombo was struck by a trailer truck and suffered a fractured spine. He died a few hours after the accident.

## • Virginia Win

Eleven drivers and helpers employed by Thurston Motor Lines, Inc., of Roanoke, Va., voted unanimously for representation by Teamster Local 171 in a recent National Labor Relations Board election, according to Archie B. Argabright, secretary-treasurer of the local union.

## • Texas Win

By a ratio of better than 9-to-1, employees of the Myers Transportation Co., and Meyers Warehouse in Houston, Tex., voted for representation by Teamster Local 968 in a recent National Labor Relations Board election.

R. G. Miller, Local 968 secretary-treasurer, said 45 truck drivers and helpers, mechanics, warehousemen and helpers were eligible to ballot. The vote was 36 to 3 for the union.

## Teamster Leads the Band



**Grem Ferris, job steward for Local 653 at Wrentham Sand and Gravel, Wrentham, Mass., leads this group, called "Grem Ferris and the Wheels," and the entertainment group is on the way up. Noted for their versatility from modern country music to Tijuana brass sounds, they appear on radio, stage, TV and records. They have worked with many Grand Ole Opry stars, including Tex Ritter, Webb Pierce, Red Sevine, Elton Britt, and Bobby Holms. Teamster Ferris is shown here, center, leaning on the fence, with his musical group.**

# Wage-Price Guidelines Live And Die with Each Administration

THE IDEA of wage-price guidelines seems to be on its way to becoming an institution that, while dead, is revived in periodic scarecrow fashion by elements of each incoming Administration.

The notion of wage-price guidelines was created by suggestion—but not by legislation or executive decree—during the Kennedy Administration.

The Johnson Administration altered the imaginary guideposts like play clay from time to time. Now some of the Nixon Administration specialists have sent up quiet trial balloons on the guideline subject.

Originally the guidelines were defined as the assertion that pay hikes should not exceed the annual increase in national productivity. There was another side to the assertion. It was the implication, less seriously pursued, that price guidelines also should be observed.

Neither business nor labor ever actually promised formal allegiance to the guidelines which were offered as

an answer to creeping inflation.

There were two points about the guidelines that doomed them from the beginning: Recognition of wage and price increases would be voluntary—there was no penalty for disobedience; there never was an absolute ceiling into which increases would bump their head—agreement on an economic speedometer was impossible.

Nevertheless, Washington's egghead brigade charged ahead through the years into the valley of guidelines to do battle against inflation. But they were annoyed by questions of "why?"—and they were unwilling to die. For their alternative to wage and price freezing, they believed, was the best one—for that matter, the only one.

The first guideline was pegged at 3 per cent. It seemed an almost offhand figure put forth by the late President Kennedy's advisers. Labor was exhorted to limit its wage gains to 3 per cent. Little was said to big business.

While the figure "3" theoretically represented the average national gain

in productivity, it proved to be a vulnerable one. Dozens of economists suddenly sallied forth. They were armed with dissenting arguments to bolster their view of what size the slices of pie in the sky should be.

The initial guideline test attracting national attention came in JFK's bout with the steel industry. While the Administration appeared to have won, it was actually a defeat. The steel barons quietly replaced their price hikes on a piecemeal basis—after they had noisily rolled back on the advance to which JFK objected.

Early in the Johnson Administration, the guideline rebounded from its steel rupture and sort of slid upward to around 3.2 per cent as the government bureaucrats "adjusted" the mark to pacify those in disagreement. Again the guideline was no cut-and-dried determination. Again its toothlessness discouraged any real flirtation from either business or labor.

Collective bargainers and marketers, meanwhile, had begun to play catch-up with the escalating cost-of-living and profit demands. Wage settlements became increasingly higher.

## No Magic Number

It was finally conceded by LBJ that 3.2 was not a magic number either. This occurred after the airline strike. The President was forced to agree that the 5 per cent pay hike won by airline mechanics was within reason. Soon afterward, electrical manufacturing and railroad settlements also contained 5 per cent wage gains. In still another case, a Presidential emergency board recommended a pay hike of more than 5 per cent for yet another group of airline mechanics.

Plainly, the emergent pattern of 5 per cent wage increases in major labor contracts was hardening into a new de facto guidepost in the eyes of the government.

It was about this time that the then Secretary of Labor, W. Willard Wirtz, testified before Congress that 5 per cent wage increases were not inflationary in his opinion.

Wirtz took note of a situation that would recur often in the months to come: That the Consumer Price In-

## Playing Santa



Teamster Local 769 of Miami, Fla., played Santa Claus for the youngsters at Variety Children's Hospital in Miami and donated two color television sets for their entertainment. Patients Richard Sawyer and Derrell Collier (left and right) are shown with (left to right): Gerard W. Frawley, hospital executive director; Jimmy C. Driggers, Local 769 business agent, and Fred James, Local 769 shop steward.

dex in the previous year had already eaten up 3.5 points of any 5 per cent wage increase, leaving a gain in real wages of only 1.5 per cent in terms of purchasing power.

In other words, the average worker was producing 3.2 per cent more goods than he was a year earlier. But, because of higher prices and in spite of a healthy pay hike, he was able to buy back less than half of his increase in production. Economic observers declared that as a result workers were not receiving their full share of increased productivity.

This dilemma—rooted in the difference between real and dollar wages—haunted the President's Council of Economic Advisers as 1967 began. It was the council that had given birth to the guideline concept.

A growing force of negative public opinion was one reason that James Tobin, a former member of the council, suggested that a realistic standard for 1967 would be to continue the 3.2 per cent guideline on wages, and add "some catch-up or perhaps 2 or 2½ per cent for the abnormal rise of consumer prices in 1966."

Tobin said if this were done then industry, which scored record profit margins in 1966 while not reducing prices, should hold the price line. He added: "Industries that failed to pass productivity gains to consumers in the past should not expect to pass on higher wage costs now."

Even Gardner Ackley, then chairman of the Council of Economic Advisers and President Johnson's No. 1 weathervane in the running talk about guidelines, admitted that workers had been shortchanged by the 3.2 mark.

Ackley said: "It is not surprising that, in the face of a 3.5 per cent increase in consumer prices over the past year, labor finds even less enthusiasm than ever for the wage guideline . . . Both public and private policy must face up to this fact."

Ackley proposed that the problem of cost and price stability be solved by putting a rein on the nation's economic growth. He said: "Our objective must be to maintain the growth of real Gross National Product in line with the growth of our physical capacity to produce. This means about 4 per cent a year."

In effect, he was introducing a new element into government policy by suggesting a third guideline—one for growth—in addition to those for wages and prices.

This concept took a lot of immedi-

ate heat. One of the first to dissent was Leon Keyserling, a former chairman of the Council of Economic Advisers. He called Ackley's suggestion "the most unfortunate turnabout in national economic policy since Warren Harding took over from Woodrow Wilson."

Keyserling continued: "For the first time in United States history, the makers of our national economic policy have attempted to carry out a policy of sheathing rather than unfurling the great non-secret weapon of democracy—the ability to produce."

The entire guideline idea now was in danger of sinking out of sight. The White House chose not to let it die and induced the President's Labor-Management Advisory Committee to endorse the principle of guideposts for wages and prices.

The endorsement was remarkable because it was the first time that organized labor—with 7 members on the committee—had shown any sympathy for the guidelines. There was even some talk that the committee might be asked to play a role in future wage-price processes such as holding hearings and making findings.

There was a proposal that Congress make guideline recommendations with a view to influencing public opinion in the direction of economic justice. However, the Administration opposed this plan and nothing came of it, either.

By the close of the Johnson Administration, one fact was outstanding: There are so many variables in both productivity and labor force increases, that no single mathematical

formula for growth can serve without unduly restricting the economy.

The newcomers in the Nixon Administration have already whispered about guidelines in the same breath with talk about the continuing problem of inflation. So the idea still lives despite its miserable record.

Guidelines have been knocked out of the box for many years. The government itself has ignored them. Management has not worried about them. Organized labor has been responsive only to the needs of the membership rather than an arbitrary digit.

In truth, it has been only the news media that has ridden the guidelines merry-go-round and then chanting only in terms of imposing them on wage earners while ignoring the impact of record corporate profits and rising wholesale prices.

The guidelines are dead. Perhaps they were dead right from the beginning for the reasons once stated by Leon Keyserling:

"Wages and profits are both incomes, and the relationships between the two determine in large measure the equilibrium or disequilibrium between investment and consumption. Guideposts for wages, with no guideposts for profits, are economically unsound, and unfair and exacerbating to boot. Wage trends and price trends are not comparable in this sense . . ."

Dead or half alive, the guidelines will be as indefensible in the future as they have been in the past. The truth remains that they were really designed only to prevent excessive wage increases—not to encourage adequate wage increases.

## Helping the Kids

Checks of \$1,000 each were presented last month to two training schools by Teamster General Vice President Frank E. Fitzsimmons on behalf of Joint Council 39, following a dinner in his honor. Accepting the checks is a representative of the schools, Jerry Dymond, as Council President Milt Veleke and Secretary Frank Ranney look on.



# Hike In Interest Rates Increases Cost of Being Alive

The Cost of Being Alive will climb more rapidly in the months to come, according to impartial economists, who point to the latest hike in the interest rate by major commercial banks to 7 per cent.

Held out as a means of curbing inflation by the money world and some government economists, it certainly means an increase in the cost of living as manufacturers pass the higher cost of borrowing on to the consumer.

Liberal and labor economists view the latest hike in the interest rate as a grave danger which could cause recession, and certainly will cause a slowdown in business growth.

The boost in the rate which banks charge their biggest and best customers was the third hike in the past two months. The immediate reaction was a nose dive in the stock market and a weakness in government bonds.

But, aside from the effect on Wall Street and the financial world, labor expressed growing concern because the pocketbooks of Americans who work for a living were sure to be hard hit.

Leon Keyserling, long an economist of high regard, called the hike in the interest rates "fantastic." He declared that for the past 16 years raising the interest rate has been used as a device for fighting inflation, but over the past 16 years inflation has increased and the device has become a resounding failure.

He declared on a network TV program that we are told that inflation must be curbed because the devalued dollar hurts the poor and the elderly most. But, Keyserling indicated that hiking the interest rate merely raises the prices on all the essentials that the poor and the elderly must purchase in the market place from their inadequate purchasing power.

Labor economists see the latest interest like this:

1. The boost is the highest on Government records which go back to the early 1930's.
2. It has come after a series of boosts in the prime rate during the past year or more and now tops a continuing money squeeze that can

only serve to slow down the economy with a shrinking of jobs.

3. For big corporate borrowers, the 7 per cent rate will actually mean 8.4 per cent. This is because big borrowers are forced to leave 20 per cent of their loan in an interest free deposit in the bank making the loan. The cost of business is driven up, and the higher cost is passed along to the consumer in the form of higher prices.

4. Mortgage rates now at 7½ to 7½ will now go up to 8 per cent or more. Installment loans now between 12 and 18 per cent will go higher and obviously hurt sales.

5. Boosts in interest rate inevitably discourage expansion of business and employment. They hit the home building industry particularly heavily since the industry is dependent upon loans from the builder to the sub-contractor to the buyer, all of whom must pay the going interest rate.

What is worse from the buyer's point of view is that the higher interest rate is built into his mortgage, a rate that he must keep on paying year after year, even when rates go down again, if they do.

6. State and city governments—including their taxpayers—are hit especially hard because the more expensive money is, the higher the costs of municipal building and services.

And a highly important side effect is that high interest rates discourage municipal building. The *Wall Street Journal*, the morning after the 7 per cent rate was announced, told of a mid-west city—Peru, Indiana—which is going to have to get along without a new high school because of the

higher costs, and all in Peru emphatically agree that the new high school is one of the city's most urgent needs.

The city was about to open bids by four financial institutions when the 7 per cent prime interest rate was announced. The city had floated 5 per cent 20 year bonds to pay the cost, but within a matter of hours, the four bids were cancelled. The city now has to find new bidders on its 5 per cent bonds and that isn't going to be easy.

Keyserling, who was chairman of the Council of Economic Advisers under President Truman, called the boost "unconscionable" and an utterly futile way of combating inflation.

Rep. Wright Patman, chairman of the House Banking and Currency Committee and long a critic of the Federal Reserve Board and banking tight money policies, minced no words:

"I think it's a sad day in the history of our country when interest rates are forced to the highest level in 100 years. It's a robbery rate, an extortionary rate. It will lead to depression and sheriff's sales like we have never seen before."

Those were all the reactions and analyses of the intellectual segment of our nation, but in plain working men's talk, the higher interest rates were akin to a cut in pay.

Wage increases negotiated by their unions are wiped out by higher prices and higher credit on installment purchases.

Higher fringe benefits, such as medical insurance, have already been

sabotaged by the continually increased cost of medical care and doctors' fees.

The elderly, living on social security and retirement incomes—professed to be the benefactors of a hiked interest rate—will be paying more for everything they must buy to stay alive and to keep a roof over their heads.

Building trades workers will be hit, as they have with every interest rate increase, as the home building market slows down.

Young married couples, with long lists of items to be purchased—homes, furniture, *et al*—will be paying more for, or foregoing the purchase of things they need to set up housekeeping.

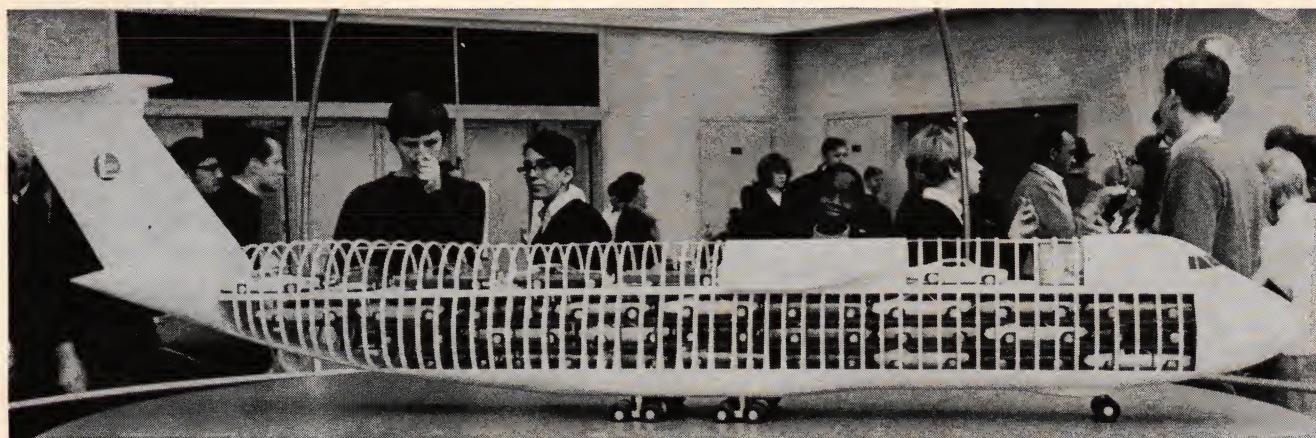
A slowdown in the economy will mean less jobs, and those hardest hit will be in the ghettos and the slums, at a time when the government has been trying to alleviate poverty, trying to find work for the unemployed, and trying to find jobs for those who have completed retraining programs.

The country witnessed three recessions under the Eisenhower administration, each time following a hike in the interest rate. Labor economists are predicting another one in the making on the heels of the latest increase in prime interest rates.

One prominent figure in Washington, D.C., who will be part of the Nixon administration, was quoted as saying that inflation must be stopped, "even if it means more unemployment."

That statement, if it reflects the thinking of the Nixon administration, seems to declare that the unemployed and the disadvantaged are being asked

## Air Car Hauler



This model of a giant plane capable of hauling nearly 4 dozen automobiles per flight was on display at a recent automobile show in Detroit, Mich. The freight carrier is now

in the final stages of design and the first experimental plane is expected to be completed in a year or so.

## Retiree



Rudolph Weide, long-time member of Local 580 in Lansing, Michigan, was recently honored by his employer, Reed and Noyce, upon his retirement after nearly 45 years of truck driving to his credit. Rudy was presented with a "toy dump truck" by his employer, an exact duplicate of the one he drove in real life. Upon retirement, Weide expressed his gratitude to the local union and the International Union, calling his first pension check from the union "his most prized possession."

to pay the entire bill.

Perhaps, that was what retiring Secretary of Labor Willard Wirtz was saying, when he declared that if the only way the government has to fight inflation is to slow down the economy, it must be a confession that we do not know how to use our strength.

To those who are employed and working under a union contract, the game of "catch-up" is still on. Every time they gain an inch on the economic ladder with a negotiated increase, the Federal Reserve Board takes it away by hiking the interest rate, causing prices to increase, and further deflating the dollar the union member must spend in the market place.

## LA Agent Named to State Agency

Weldon A. Wirt, long-time business agent for Local 224 in Los Angeles, has received an appointment to the California Conciliation Service as a conciliator.

Albert C. Beeson, director of the Department of Industrial Relations, said Wirt joined the staff in January.

Wirt served as business agent for Local 224 in Los Angeles for 10 years prior to his new appointment.

## Darlington Ruling Upheld by Court

The Supreme Court has refused to disturb a National Labor Relations Board ruling that Deering Milliken, Inc., closed its Darlington, S.C., plant unlawfully to discourage union organizing in the giant textile firm's other 45 plants.

The high court declined to act on the corporation's petition to review a 1968 finding by the 4th U.S. Circuit Court of Appeals at Richmond, Va., that the NLRB applied the law correctly. The decision ended a 13-year legal wrangle.

The Textile Workers Union of America hailed the end of the union's long fight for justice on behalf of 510 Darlington workers whose jobs were abolished just before Christmas in 1956 after a majority voted for union representation.

## San Francisco-Oakland

### Five Teamster Locals Assist In Bay Area Clothing Drive

Five Teamster local unions in the San Francisco-Oakland Bay Area joined with Boy Scout Councils and the Salvation Army's Social Service Centers in a recent drive to collect clothing and repairable items to assist in rehabilitating down-and-outers.

Sparked by Jim Rourke, business agent of Local 85 in San Francisco, and Roy Acosta, business agent of Local 70 in Oakland, the drive resulted in the greatest collection of goods ever gathered in the area, according to Salvation Army officials.

Teamster vans were parked at 52 Safeway Stores for the purpose of collecting the items brought in by the

work of the Boy Scouts. Assisting were the representatives also from Teamster Locals 278 in San Francisco, 315 in Martinez, and 624 in Novato.

Various local employers participating in the venture included Bekins Van & Storage Co., Lyon Van & Storage Co., Robertson Drayage Co., Valley Motor Lines, Tesi Drayage Co., and United Parcel Service. They supplied equipment.

A Good Turn Award Dinner was sponsored by the Salvation Army at the conclusion of the drive, with certificates being presented to the participants.



Shown at an awards dinner after a clothing drive in the Bay Area were (left to right): Jim Rourke, Teamster Local 85 business agent; Col. Ronson D. Gifford of the Salvation Army; Roy Acosta, Teamster Local 70 business agent; Capt. David Allen of the Salvation Army; Mervyn Donovan, Local 278 secretary-treasurer; Maj. Charles W. Griffith of the Salvation Army.

## DRIVE REPORT

# Shultz Throws Cold Water On Anti-Labor Plans

### Ready to Report



Josephine Hoffa, National President of DRIVE Ladies Auxiliaries and wife of General President James R. Hoffa, and Carlos Moore, legislative director for the International Union, are shown as they prepared to report to the Teamster general executive board on the activities of DRIVE and to give board members a report on legislative and political developments in Washington, D. C.

## Wirtz Departs Recommending Minimum Wage Increase to \$2

Secretary of Labor Willard Wirtz has gone out of office leaving a couple of major recommendations that have brought the strongest kind of support from the labor movement.

As part of his contention that "every person who works in this country receive at least enough for his labor to maintain himself and his

family decently," the Secretary recommended a \$2.00 an hour minimum wage effective in 1971 with an intermediate step of \$1.80 an hour starting in 1970.

He called for extension of the minimum to all workers who come under interstate commerce, including

(Continued on page 26)

### Rebuffs Plans For Compulsion, Labor Court

The carefully nurtured anti-labor proposals of conservatives, including the labor court and compulsory arbitration, are not going to find favor with the new Secretary of Labor, George P. Shultz.

Shultz picked his own confirmation hearing, before the Senate Labor and Public Welfare Committee, to express his views.

Making his debut as chairman of the committee was Senator Ralph Yarborough (D. Tex.). Senator George Murphy (R. Calif.) and other conservatives presented some of their pet anti-labor proposals at the hearing and asked for Shultz's comments.

"Free collective bargaining is a better system for handling labor disputes than an imposed settlement," he said.

Murphy, who said that for 20 years he had favored a labor court—which unions strongly opposed—as a means of "avoiding wasteful stoppages," asked for Shultz's views.

"I would move very slowly on any labor court system," Shultz replied, "I would lean very heavily on the system of free collective bargaining that we now have."

There were frequent indications that the warm reception given Shultz by both Democrats and Republicans presaged a unanimous vote of endorsement when Nixon sent the nomination to Capitol Hill.

In other answers to Committee questions, Shultz gave no comfort to anti-labor forces that seek enactment of repressive legislation to deal with national emergency strikes. "I would approach that question very cautiously," Shultz said.

"I would be careful about recom-

**Protection**

## Zablocki Introduces Bill To Curb False Credit Reporting

Rep. Clement J. Zablocki (Dem., Wis.) has introduced a bill designed to protect consumers against malicious, arbitrary, and erroneous credit reports.

Zablocki's bill, the Fair Credit Reporting Act, is proposed as an amendment to the Truth in Lending Act.

The legislation would establish "due process" in the credit rating and reporting business by allowing an individual to see a report prepared on himself by a credit reporting agency,

and to correct any erroneous information in the report.

It would also require credit reporting agencies to keep reports confidential and to respect the individual's right to privacy in the collection and reporting of information.

"Thousands of Americans each year are caused embarrassment, inconvenience and financial loss because of false or incomplete credit reports," Zablocki said.

"What is worse is that credit re-

porting agencies have built such walls of protection against civil liability to the persons on whom they hold files that means of correcting false reports are virtually nonexistent for the injured party.

"The credit reporting agencies conceal from individuals not only their credit report, but also forbid creditors to reveal to a person the identity of the credit reporting agency which has rated him."

Zablocki said that his bill would correct this situation by requiring that any time a person is turned down for a job, an insurance policy, or basic credit because of a credit report, the creditor, employer, or insurance company must reveal to the person the name of the credit reporting agency which made the report.

### **Wirtz Calls for \$2 Minimum**

(Continued from page 25)

those on farms and for application of the \$2.00 minimum by 1975 with intermediate steps to be taken meanwhile.

Furthermore, the retiring Secretary recommended that overtime payment after 8 hours a day and 40 hours in a week apply to all industries and all workers.

In addition, Wirtz asked that the \$2.00 minimum provide for escalation to keep it in proper relationship to increases in prevailing wage levels. This, he declared, not only should be based on boosts in the cost of living but also with relation to increasing productivity.

Wirtz' recommendations came in his annual, and final, report to Congress. He pointed out that "poverty" not only hits the unemployed, but that it also hits some 22,000,000 to

26,000,000 workers who have jobs but do not earn enough to keep them out of poverty circumstances.

In the case of workers who do not come under Federal law, Wirtz proposed the encouragement of supplementary coverage through state legislation.

Wirtz also recommended other action important to organized labor—strengthening safety and health standards under the Walsh-Healey Public Contracts Act which affects work done for the United States under contracts over \$10,000 in value.

The revised regulations include higher safety standards than now prevail, an occupational noise standard "to reduce the threat of loss of hearing from job noise", stricter standards to control air contaminants and new standards of the U. S. Public Service for coal dust.

In his valedictory press conference on the eve of the Nixon takeover, Wirtz laid down some of his thinking as to the future course of the Labor Department. He made three points:

1. That the single goal of the Department should be "to see to it that every American has a full and equal opportunity to earn a decent living."

2. Realignment and consolidation of Labor Department units with a strong central executive authority, and

3. Greater development of the influence of the Department on national policy levels.

### **Cold Water**

(Continued from page 25)

mending legislation that might have a logical appeal but might have broad implications in other fields. If you're not careful you may legislate something for an immediate problem that will have an unnecessary effect in an area where collective bargaining has been working well; and in most areas collective bargaining is working well."

In other fields Shultz carefully avoided traps imbedded in leading questions. In one instance he was asked whether he had any recommendation on changes in present labor laws, such as requiring a secret ballot in strike votes. Shultz parried this by saying that he felt it important for the Department of Labor to keep all the nation's labor laws under constant review.

Senator Edward Kennedy (D., Mass.) questioned Shultz on what constituted "an acceptable level of national unemployment" and remarked that there was no justification for accepting the present 3½ per cent jobless rate as justifiable or an acceptable minimum. Shultz agreed and pointed out that in contrast to the national 3½ per cent rate, unemployment among Negro teenagers hovers around 25 per cent—about the same that it was 25 years ago.

"We should work very hard, very hard to get that rate down," said Shultz. He advocated better job-training for unemployed teenagers, but admitted he had no "magic formula."

### **Auto Crash Kills J. C. 13 DRIVE Exec**

Jim White, DRIVE membership director for Teamster Joint Council 13 in St. Louis, Mo., was killed recently in an auto accident.

White, a long-time member of Teamster Local 603 in St. Louis, was appointed to the DRIVE post 2 years ago.

## **Senators Shocked**

# **Senate Report Shows Hunger Serious Problem in America**

Hunger and malnutrition may be far more serious in this country than was generally assumed.

This conclusion was made following a preliminary study for the Senate Select Committee on Nutrition and Related Human Needs under the chairmanship of Senator George McGovern (D. S.D.).

The National Nutritional Study comes with high credentials.

Directing it is Dr. Arnold E. Schaefer, chief of the Nutritional Program of the Division of Chronic Disease Programs of the Department of HEW.

It is the first comprehensive study ever developed to assess the nutritional health of America.

From 1956 to 1968 Schafer headed a study of nutritional conditions in 33 developing countries. He said that from the preliminary study conditions in the U.S. are as bad, or worse, than the developing countries.

He noted, for example that his samplings in Texas communities showed that malnutrition was "the same or in some cases higher than in six Central American countries."

Schaefer said "it is important to bear in mind and perhaps shocking to realize that the problems in the poverty groups in the United States seem to be very similar to those we have encountered in the developing countries."

The report brought expressions of shock and anger from some committee members.

McGovern said that when the study is completed it should give the Congress the scientific "underpinning" to take action.

Senator Jacob Javits (R. N.Y.) said it was "appalling" that so few people in Texas take advantage of the government food programs.

"Our studies to date" Schaefer said, "clearly indicate that there is malnutrition, and in our opinion, it occurs in an unexpectedly large proportion of our sample population."

He pointed out, further:

"Inadequate food, caloric and nutrient intake, if prolonged, results in weakness, fatigue and inability to carry

out the simplest tasks, and as you know, in its extreme form leads to starvation and death."

The plan is to study approximately 70,000 individuals in 10 states. To date, 12,000, mostly in Texas, have been studied. The initial phase of the study placed the emphasis on low income areas. The majority of those studied had annual family incomes of less than \$3,000 and 80 percent of the families less than \$5,000.

Fifty-five percent of the sample were Negro, 25 percent were Spanish-Americans, 19 percent were children up to 6 years, 25 percent were from 10 to 16 years and 13 percent were adults 60 years or older.

The report declared that clinical symptoms in individuals are apt to appear in individuals only after prolonged, inadequate malnutrition. These were some of the areas of concern:

a. Three and seven-tenths percent of the 0-6 year old subjects show evidence of vitamin D deficiency: eighteen cases of rickets have been diagnosed.

b. Four to five percent of the sub-

jects exhibit either/or both winged scapula and pot-belly. These findings are associated with protein/calorie malnutrition.

c. Five percent of the total population examined to date exhibits an enlarged thyroid gland associated with low iodine intake. The World Health Organization classifies an area as having endemic goiter when five percent of the population has enlarged thyroid glands.

d. Eight cases of Bitot's Spots (frequently attributed to vitamin A deficiency) have been noted and confirmed.

e. Other changes in hair, skin, and lips which may be indicative of poor nutrition have been noted.

The dental picture was even more marked. Eighteen percent of all subjects 10 years of age and over reported it was difficult and painful to bite or chew food. Ninety-six percent had an average of 10 teeth either decayed, filled or missing.

Malnutrition also has heavy growth retardation effect. In the sample, the children between one and three years of age fell below the average height reported for U.S. children. The estimate is that 3½ percent of all children sampled had retarded growth.

Strong deficiencies were noted, too, in hemoglobin levels, in Vitamin A. Vitamin C, serum protein and serum albumin. Cases of anemia were high.

## **Not Enough**

# **Packaging Act Needs Change Says Consumers Union Group**

According to the Consumers Union, the Federal Fair Packaging and Labeling Act falls short of the mark because housewives still can't compare prices in the supermarket.

The consumer advisory organization says it will recommend that the law be amended to require stores to put unit prices on every package, along with the total package price. Unit price is the price per pound, pint or other standard unit and is already in general use for pricing meat and poultry.

CU repeated a 1962 experiment that had been conducted by the California State Office of Consumer Counsel. The test requires five college-educated housewives to shop for 14

everyday items in a supermarket.

They are told to buy without considering brand, the package in each category that gives the most for the least amount of money.

In 1962, the women made 34 wrong choices out of a possible 70. In late October, 1968, another five housewives made 38 wrong choices.

The Packaging act covers most food labels as of July 1, 1968. Nonfood products such as detergents and paper products don't have to comply with new regulations until July 1, 1969.

It's impractical for housewives to do detailed mathematics for each item they buy, says CU. "Why shouldn't all packages be labeled with the price per pound or pint or other unit?"

# SPOTLIGHT ON Legislation and Politics



## • Kennedy's Move

Sen. Edward Kennedy's successful challenge for Sen. Russell Long's Senate whip job was interpreted by political pundits as the youngest Kennedy's initial step in a bid for the 1972 Presidential nomination. It was a do-or-die deal; Kennedy's problem was that of heading off Sen. Edmund Muskie who made a favorable impression on voters as the Democratic vice presidential candidate last year.

## • Dirksen Prediction

Senate Minority Leader Everett Dirksen predicts that a coalition of Southern Democrats and Republicans will push through the Nixon legislative program. Dirksen's comment: "Members in the South are, as we know, inclined to vote conservative. We are assured that the Nixon approach is a conservative approach . . . thus there will be support for the programs of this kind."

## • Pro-Statehood Governor

Luis A. Ferre, inaugurated early in January as the new governor of Puerto Rico, favors statehood for the Commonwealth. Ferre says his administration will put special emphasis on educational improvements to prepare Puerto Ricans for assuming their social responsibilities and to inspire a love for liberty.

## • Campaign Expenditures

Although final figures still are not in, the latest tabulations based on reports filed in Washington, D.C., show Republicans spent \$21.9 million, Democrats spent \$7.5 million, and Wallace's 3rd party spent \$6.5 million in the 1968 Presidential campaign. Official figures invariably fall short of actual spending totals because of a reporting statute that experts call "more loophole than law."

## • Return to Politics

Lawrence F. O'Brien, who resigned recently as chairman of the Democratic National Committee, reportedly will return to politics within 4 years to head a Presidential campaign for Sen. Edward Kennedy of Massachusetts. O'Brien was an aide to the late President John F. Kennedy and was rewarded with an appointment as Postmaster General.

## • Wire-tapping Revival

John N. Mitchell, named Attorney General by President Nixon, told the Senate Judiciary Committee quizzing him that he intends to use wire-tapping and other electronic devices to fight organized and other crime. Mitchell assured the Senators that he would end the Johnson Administration's policy of limiting wire-tapping to national security cases.

## • Party Chairmen

Sen. Fred Harris is the new chairman of the Democratic National Committee, winning election to the post without contest or dissent. Harris succeeds Lawrence O'Brien in the job. Ray Bliss continues as chairman of the Republican National Committee.

## • Governmental Reorganization

The Governmental Reorganization law has lapsed. This means that President Nixon will not be able to make any changes in the federal government structure until the new Congress renews the reorganization authority or the changes are handled under the normal legislative process. The Act was first passed in 1949.

## • Nixon Monetary Policies

There is a growing belief among economists that the Nixon Administration monetary policies this year will be restrained. Most analysts believe that the surtax, originally installed last June as a 12-month stop-gap measure, will continue in effect beyond the middle of the year.

## • Inauguration Costly

Official activities surrounding the inauguration of President Nixon cost an estimated \$2.5 million, according to W. Leslie Douglas who was in charge of the budget. He predicted that ticket sales and other revenue probably will leave the Inaugural Committee with a surplus.

## • Tax Reform Plans

House Ways and Means Committee Chairman Wilbur D. Mills has indicated he plans to hold hearings on tax reform. Internal Revenue Service records show that in 1967 there were 155 individuals with incomes above \$200,000 who paid no tax—21 of them with incomes of more than \$1 million for the year.

For  
Your

# Information

## ● Warning for Snow Shovelers

Go ahead with the task of snow shoveling this winter, says the American Medical Assn., but adds the warning to do so only if you are physically fit.

If there is any doubt about your health, hire someone to move the snow or use power equipment. As the AMA put it: "It is much less expensive to employ these alternatives than to risk health impairment or death."

Even if you are physically fit, the AMA adds, it is safer to use a small shovel, filling it only partly, and observe the motto that "easy does it." It is also better to push the snow than to lift it.

By lightening the load and doing the work in stages, pressure within the chest cavity and circulatory demand within the heart walls are kept down.

## ● GNP Forecast

Gross National Product forecasts for 1969 range as high as \$924 billion—an increase of better than 7 per cent over 1968's estimated GNP of \$861 billion.

The "real" GNP (deflated for price changes) is expected to show a growth of about only 4 per cent this year. The 1968 unemployment rate of 3.6 per cent is expected to rise in 1969 to 3.9 per cent.

Profits after taxes last year were around \$51 billion and are expected to hit \$53 billion in 1969.

## ● Patent Facts

Have an invention? If so, you may have to wait a while to get a patent.

The U.S. Patent Office issued 59,107 patents last year on inventions. Budget restrictions cut the weekly output of invention patents to 1,250, although applications were being approved at the rate of 1,400 causing the backlog of unissued patents to grow.

Congressional hearings on patent reform bills proposing many changes in the system got nowhere last year. The American patent system remains much the same as it was in 1836.

## ● Mergers Hit Peak

A record 4,462 corporate mergers took place in 1968, according to W. T. Grimm & Co., of Chicago, a firm specializing in the merger field.

The 1968 mark was an increase of nearly 50 per cent over the previous high of 2,975 mergers recorded in 1967. Grimm said most mergers occurred in finance-related industries—799. Service in-

dustries were second with 547 mergers.

The study also revealed that merger prices rose to a record 24.6 times the seller's most recent earnings. A complete story on the growth of conglomerates in merger activity was published in the January issue of *The International Teamster*.

## ● 1968 Unemployment

The Labor Department reported that the unemployment rate for 1968 as a whole amounted to 3.6 per cent—lowest since the Korean War. The rate for 1967 was 3.8 per cent.

At the end of December, 1968, the number of people with jobs was just under 76.9 million—a seasonally-adjusted figure—for an increase of 1.4 million from the same time a year earlier.

So-called hard-core joblessness fell further as 1968 came to a close. The number out of work 15 weeks or longer had decreased to 323,000—the lowest total in many years.

## ● Wages and Sales

Standard & Poor's Corp., an investment advisory firm, reports that in 1967—the latest year studied—wages equaled 27.8 per cent of net sales. In 1966, the percentage was 27.3; in 1965 about 27.1, and in 1964 about 27.5 per cent.

Standard & Poor's stated: "Total labor costs have actually risen sharply, but sales also have skyrocketed, so there has been only a minor increase in the relative cost of salaries and wages."

## ● Cool, Cool Water

Some 35,000 communities with 25 or more inhabitants and representing 40 million people lacked service from privately or publicly owned water facilities, according to an Agriculture Department survey.

Federal assistance programs are underway to provide community water systems for an estimated 1.5 million of these people. Sewage disposal facilities for more than 2 million people also will be provided.

## ● Vacation Planning

A U.S. Forest Service publication, "National Forest Vacations," points out that there is a vacation spot awaiting in a national forest within a day's drive of almost any point in the United States mainland.

There are now 154 national forests spread over more than 182 million acres. Nearly all have

camping and recreation facilities.

"National Forest Vacations" is a brief guide to attractions and facilities in all the national forests. A copy may be obtained for 45 cents from the Government Printing Office, Washington, D.C., 20402.

## ● GNP in 1968

The Gross National Product climbed \$16.8 billion to a record \$887.8 billion annual rate in the final quarter of 1968, according to the Commerce Department.

The actual 1968 total GNP was a record \$861 billion—up from the 1967 total of nearly \$790 billion. Of the 9 per cent increase in the GNP last year, only 5 per cent was credited to an increase in the physical volume of production—the rest of the gain came in rising prices.

The Commerce Department said consumption rose to \$41.5 billion last year compared with \$27 billion in 1967.

## ● 'Garbage' Warranties

Firing her last shot as President Johnson's assistant for consumer affairs, Betty Furness described the warranties issued by merchants on major household appliances as "more garbage than guarantee."

Releasing a 217-page report by a special task force on appliance warranties and service, Miss Furness catalogued a raft of warranty abuses but held scant hope for any reforms from manufacturers.

She suggested that it might take federal legislation to get appliance makers to tell consumers the truth about their products and warranties.

## ● Taxpayers' Revolt

Outgoing Treasury Secretary Joseph W. Barr warned that middle-income Americans may mount what he called a "taxpayers' revolt" unless tax reform is given priority in the Nixon Administration.

In a final appearance before Congress, Barr told the Joint Economic Committee that millions of Americans in the \$7,000 to \$20,000 a year income bracket may rebel "because certain provisions of the laws unfairly lighten the burdens of others who can afford to pay."

He added: "People are concerned and, indeed, angered about the high-income recipients who pay little or no federal income taxes."

## ● Medicare Financing

Excessive doctor and hospital fees are causing apprehensions about funding for the Medicare program. The current Medicare tax rate of 1.2 per cent is scheduled to rise to a maximum of 1.8 per cent by 1987.

However, new actuarial estimates forecast that another 0.29 percentage increase will be needed or the Medicare trust fund will run out of money by 1977.

Major reason for the pinch is the steadily rising cost of care. Hospital fees have risen at about 15 per cent a year. Some doctors have milked the program for as much as \$250,000 a year.

## ● High-Speed Train

"Metroliner," a 160-mile-an-hour train powered by electric traction motors, made its maiden trip between New York and Washington, D.C., recently.

Billed as a "new kind of fast, economical luxury ride," the train has been put in regular service on a limited basis. It makes the New York-Washington run in about 3 hours.

Jet passenger planes make the same trip in about 45 minutes—but the air voyage often stretches to 3 hours because of airport access delays.

## ● Mileage Safeguard

A "telltale" odometer is now being installed on General Motors passenger cars to prevent tampering with the true mileage showing on the meter.

The new odometer will assure buyers of used cars that the auto does not have more than the actual mileage shown. The meter is designed to foil what is known as the "pick artist" who can turn back the mileage with special tools inserted through the back of the instrument panel.

GM's odometer now is rigged so that if there is an attempt to turn back the mileage by forcibly turning the number wheels, the odometer will break and show a white color providing evidence of tampering.

## ● National Disgrace

Nothing has been done since a year ago when the National Advisory Commission on Rural Poverty declared the problem to be a "national disgrace."

Some 46 per cent of the nation's poor—19 million—live in rural areas; the rural population is less than a third of the total 200 million. Most of the poverty programs are directed at urban poor.

The average income of the U.S. farm worker in 1968 was less than \$1,800 and even much less for the migrant farm worker.

## ● Cash in Circulation

U.S. cash in circulation is now up to \$48.7 billion, some 55 per cent over the mark at 1960 and soon expected to hit \$50 billion.

Cash on hand on an average per capita basis now stands at \$241.27 per person. It was \$179.21 per person in 1960. When the total cash hits \$50 billion, it will mean an average of about \$250 per person.

The Treasury Department reports that the most rapidly growing denomination of folding money in terms of popularity increase is the \$100 bill.

## ● Truck Tonnage

As 1968 came to a close, the American Trucking Assn., Inc., reported that truck tonnage during the period was ahead of the figures for the same time in 1967.

The ATA index was up 8.9 points at the end of November compared with the index for November, 1967. Traffic increases were registered in 8 of the 9 geographical regions during November, 1968.

# WHAT'S NEW?

## Cooling Filter



Corrosion in the cooling system of heavy equipment presents a very real maintenance problem for vehicle drivers and owners alike. All too frequently, the most common response is simply to flush out the cooling system and begin the corrosion cycle all over again.

A major filter manufacturer proposes a different solution. They claim that the problem is best prevented altogether by means of filtering out the major contaminants of the cooling system before they can start corrosion.

The filter pictured above, combines three separate filtering materials, each designed to prevent the entry of contaminating agents into the cooling system.

The coolant flows through the filter from the bottom and progressively eliminates foreign bodies of decreasing size. The first stage sisal pad traps any large particles which may have entered the system. The second stage nylon pad removes finer contaminants, the coolant then travels through a combination of special chemicals which again act to purify the contents and a second and final nylon

pad acts as a safeguard to prevent the possibility of contaminants escaping the filter. A neoprene seal at the top of the filter prevents any leakage of the coolant from the filtration process.

## Dual Fuel

An engineering firm has developed an automobile which can switch from gasoline fuel to natural gas with the flip of a switch.

The car was developed in an attempt to provide a fairly inexpensive answer to the air pollution problems caused by burning conventional fuel in the city, or when operating at low or uneven speeds. While conventional fuel causes no problem in less densely populated areas—it is the chief contributor to the air pollution problem of our cities.

The driver can convert from one fuel source to the other with simply the flick of a dashboard switch and no significant engine modification is needed for the dual system.

## Back-up Warning

A failsafe device designed for trucks, buses or passenger autos, is being perfected by a respected manufacturer.

The one-piece unit connects to the vehicle's back-up light wiring with insulation piercing terminals to speed and simplify installation. If the vehicle is not equipped with a back-up light mechanism, the firm offers a universal back-up switch that activates the alarm device.

Two sheet metal screws with lock washers are needed for ease of mounting. The unit is purchased with furnished ground wires, specially fitted to prevent short circuits.

## Jump Van Belts

Drivers of step vans, and those who make frequent stops for deliveries, often find seat belts time consuming and restrictive. For the use of these drivers who sometimes find themselves in and out of their trucks up to two-hundred and fifty times a day, a twin-arm system seat belt, featuring a one-hand buckling operation, has been developed.

The seat belts are encased in two

plastic arms which rest horizontal to the floor of the vehicle when not in use. The connector is pulled up and over to engage with the stationary left side buckle.

A tap on the buckle provides an immediate release of the belt and allows for instantaneous exit from the vehicle.



In addition to saving time, these belts also remain clean and save the cost of cleaning belts as well as driver's uniforms.

According to the test reports, the cost of these experimental units has been kept below the eleven dollar level as compared to a five dollar per unit level of conventional type seat belts.

The system has been tested in postal vehicles in two cities and approved.

The system should also prove adaptable to other delivery vehicles and passenger vehicles with bucket seats.

*WHAT'S NEW endeavors to keep our readers informed of late developments in fields in which they are interested. Since it is the policy of THE INTERNATIONAL TEAMSTER not to advertise any product, trade names and manufacturers are omitted. Interested readers can obtain names of manufacturers by writing THE INTERNATIONAL TEAMSTER, 810 Rhode Island Ave., N. E., Washington, D. C. 20018.*

*A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.*

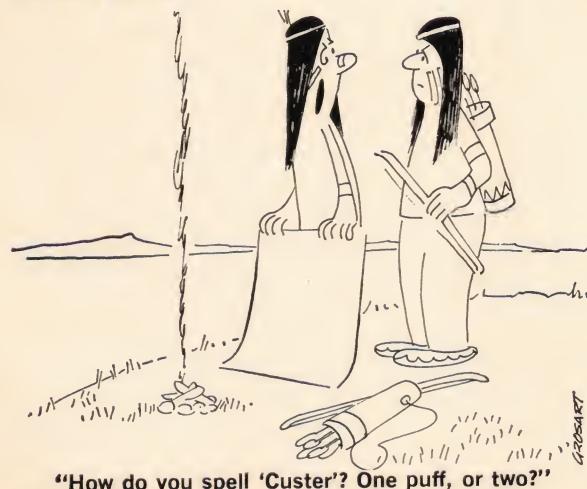
# LAUGH LOAD



"We've got to stop this drag-racing before those teenagers hurt somebody."



"Little Beaver can't come out now. He has to practice his war-whoops."



"How do you spell 'Custer'? One puff, or two?"

## A Cutting Reply

A polling organization sent out a questionnaire with the following hypothetical question; "If your salary were to be cut by ten percent, where would you make your cuts?"

One of the answers from a pessimistic worker, "Across my throat, and one on each wrist."

## Success Ad

A millionaire, traveling incognito, was passing through a small town when he noticed that he had lost a very valuable diamond stickpin. He immediately went to the office of the only local newspaper and placed an ad in the next edition promising a one hundred dollar reward. The next morning he placed a phone call to the paper asking if he had any reply to the ad. When he got no answer, he walked over to the newspaper office and noticed a sign tacked to the door which read; "No issue today, staff out looking for a diamond stickpin."

## Learning the Ropes

As soon as he had graduated from college, the son of a large corporation owner took up his position as executive director of his father's firm. One of his first official duties was to write a memo to one of his underlings regarding his expense accounts. The memo read; "My dad says for you to watch your expense accounts."

The answer came from the next round of inter-office mail, "And what does your mommy say?"

## The Runarround

Three gentlemen entered a fashionable restaurant in downtown Los Angeles and ordered the most expensive meals in the house. After downing several courses, the men engaged in a heated discussion. They called the owner over to settle the question.

"My good man, we cannot decide who should pay the bill and we have decided to settle the argument by racing around the block."

The restaurant owner, a man with a flair for publicity, readily agreed and on his signal the three men began the race and never returned.

## Straight and Narrow

An insurance salesman had just finished his pitch on a rather easy customer pulled out the necessary papers for the prospect to sign. "The premiums on this policy are \$7.00 per month, straight life," he said, "that is what you wanted isn't it?"

"Well," remarked the customer, "I think I'd rather have a policy that lets me fool around a bit at least on Saturday night."

# FIFTY YEARS AGO

*in Our Magazine*

Vol. XVI

(From the February, 1919, issue of the TEAMSTER)

Number 2

## Equality Under Law Sometimes Judged By Measure of Wealth

One of our boasts is that all men are equal before the law. Theoretically, this is true, but practically a vast deal depends upon the lawyer one is able to hire. There are men practicing law who are of such resourcefulness that they can take a case from one court to another almost without limit, providing they have sufficient funds. Yet the laws under which the various moves are made, and the men who administer them, are the same as those controlling the poorest man brought into court. The difference lies in the wealth of the offender. An instance has recently come to light in New York City in which one John Gill has been in jail since last June for refusing to answer a question before the grand jury. Mr. Gill has recently demanded of the judge to know why he, a poor laboring man, should be in jail for refusing to answer, when Senator-elect Newberry of Michigan, who committed the identical offense, was released in the custody of his counsel. It may be possible for those deeply learned in the law to show why the poor man unable to employ counsel should lie in jail while the millionaire is released. But this is certainly not the blind justice of which we constantly boast.

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Correspondents writing matter for the magazine should write on one side of paper only and separate from all other business. Address all communications to International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers, Daniel J. Tobin, President and Editor, Room 211, 222 E. Michigan St., Indianapolis, Ind.

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## Lincoln On Prosperity



LINCOLN adhered closely to the idea that industry and intelligent economy form the basis of prosperity. Although his administration offered no such profitable method of saving as the present day War Savings Stamps and other government securities, the principles of advancement enunciated by Lincoln could very well be part of the "wise buying," "intelligent saving" and "safe investment" which are the chief features of the government's 1919 thrift campaign. Lincoln said:

"The prudent penniless beginner in the world labors for wages a while, saves a surplus with which to buy land or tools for himself, then labors for himself another while, and at length hires another beginner to help him. This is the just and generous and prosperous system which opens the way to all, gives hope to all, and consequent energy to progress and improvement of condition to all."

This was not theorizing, Lincoln was no stranger to labor. It was his closest companion during the greater part of his life, and it is safe to say that he performed well more kinds of hard manual work than falls usually to the lot of man.

When Lincoln was being acclaimed a nominee for President in 1860, the most notable contribution made to the state convention of Illinois was a curious banner composed of two weather-worn fence rails, decorated with flags and streamers.

Following the storm of applause which greeted the banner, Lincoln arose and pointing to the banner, said: "I can not say whether I made those rails or not, but I am quite sure I have made a great many just as good."

Later on, when Lincoln was in the White House, he always pointed with pride to the days when he did a hired man's work, and told many a story about his rail-splitting, ploughing, lumbering, boating or storekeeping. He never failed to pay tribute to that "most important incident in my life, when by honest work I earned my first dollar."

## Food Prices Unstable

Immediate dropping of food prices as a result of peace cannot be expected, said Food Administrator Hoover in a statement which added that while the prices of some foodstuffs will decrease others may increase.

"With the war effectively over," he said, "we enter a new economic era and its effect on prices is difficult to anticipate. The prices of some food commodities may increase, but others will decrease, because with liberated shipping accumulated stocks in the southern hemisphere and the far east will be available. The demands upon the United States will change in character but not in volume."

## ATTENTION ALL MEMBERS

Always take out a withdrawal card whenever you leave the trade.

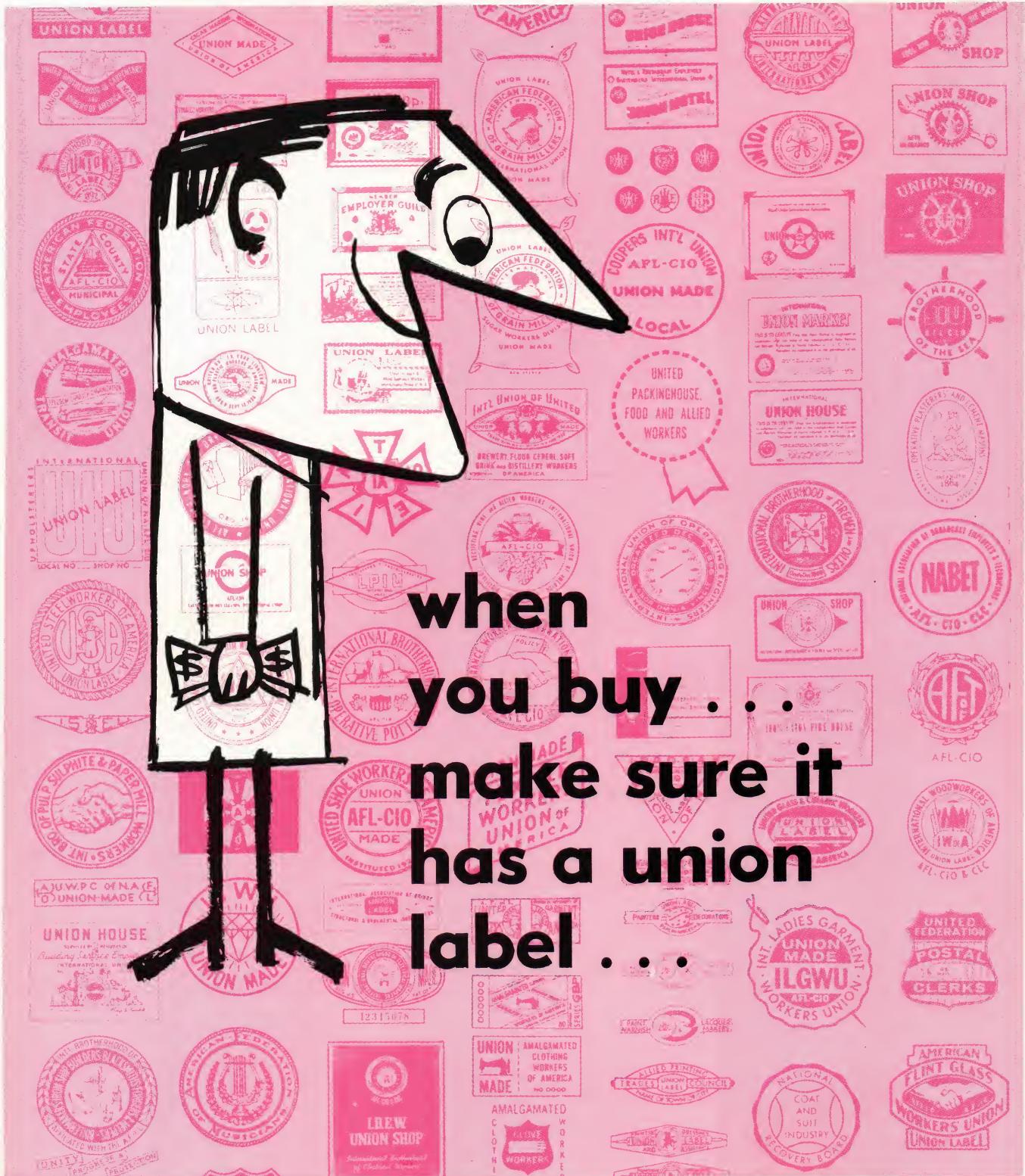
## Casualties of Peace

"If an industrial casualty list were printed daily, as the war casualty lists were printed, the public would be appalled," said Lieut. Col. Harry E. Mock of the army medical corps, before a conference of industrial physicians and surgeons in Philadelphia.

"The casting of valuable workers on the scrap heap must cease," said Col. Mock. "With the cessation of immigration and the increased demands on our industrial resources America must conserve her manpower if she intends to maintain her economic supremacy."

"This conservation may be accomplished by the prevention of accidents, by industrial hygiene and sanitation, by adequate medical and surgical care of disabled employees, and by adequate compensation during periods of disability and better living and working conditions."

Lewis T. Bryant, commissioner of labor for New Jersey, said the problem of caring for industrial cripples is just as important as the problem of caring for soldiers.



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